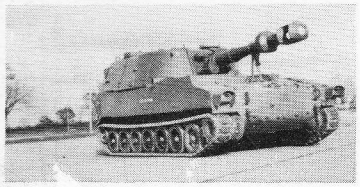
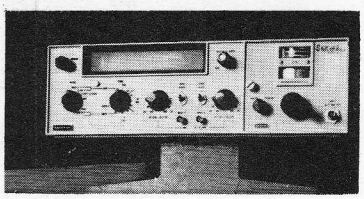
TECHNICAL BULLETIN





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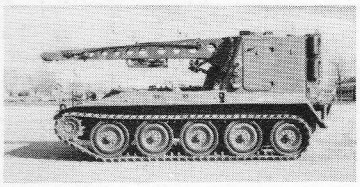

VOLUME 14 NUMBER 1 ... MAY 69

RCEME TECHNICAL BULLETIN

THIS TECHNICAL BULLETIN IS PUBLISHED BY AUTHORITY OF COLONEL A L MACLEAN,CD, HEAD OF THE CORPS OF R C E M E WHO HAS APPROVED THE CONTENTS FOR PUBLICATION.

THIS TECHNICAL BULLETIN IS PUBLISHED TO ASSIST RCEME PERSONNEL IN KEEPING INFORMED OF CURRENT TRENDS IN DEVELOPMENTS, TO CIRCULATE NEWS OF THE CORPS AND INDIVIDUAL ACTIVITIES, AND ALSO TO PROVIDE A FORUM FOR DISCUSSION AND THE EXCHANGE OF IDEAS BY MEMBERS OF THE CORPS.

THE INFORMATION AND STATEMENTS HEREIN DO NOT NECESSARILY REPRESENT OFFICIAL POLICY AND ARE NOT TO BE QUOTED AS AUTHORITY FOR ACTION.

EDITOR IN CHIEF COLONEL A L MACLEAN,CD
EDITOR MAJOR P BATESON,CD
EXECUTIVE EDITOR CWO J SILZER ,CD

FORWARD YOUR ARTICLES AND IDEAS TO

THE EDITOR
RCEME TECHNICAL BULLETIN
THE CANADIAN FORCES SCHOOL
OF COMMUNICATION AND LAND
ORDNANCE ENGINEERING

VIMY BARRACKS
KINGSTON, Ont.

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PREVIOUS ISSUE VOL 13 NO 3 NOV 68

THE EDITOR'S PAGE

We have had some difficulty in putting together this edition. Our feature article was obvious, since in February we closed out The Royal Canadian Electrical and Mechanical Engineers School and combined with the Royal Canadian School of Signals to form a new school called the Canadian Forces School of Communications and Land Ordnance Engineering. The disruption caused by this traumatic experience delayed production, and it was aggravated by some personal problems that occurred at a critical time. We were also worried that the lack of material would not provide us with enough suitable copy. However, these problems were finally overcome and even though we were late another edition has been published.

This will be the last edition published by your present Editorial Board. Both your Editor and Executive Editor are posted and so far no one has been detailed to replace them.

I could not let this opportunity pass without bestowing an accolade on CWO Silzer the Executive Editor for his skill and hard work. Without him my job would have been too onerous to bear. Many will not realize the amount of work involved in putting together a magazine of this type. And I am sure no one realizes that the two column format and high standard of typing would have been impossible without the use of CWO Silzer's personal electric typewriter. There have even been many occasions when he has given up his weekends and done the typing himself. Both the Editor and Executive Editor wish to express their thanks to our long suffering typist, Valerie Bailey, her forebearance and cheerfulness have sustained us through many trying periods.

Finally on behalf of both of us I would like to say that publishing this magazine has been a rewarding experience. If our readers have got out of it a fraction of the pleasure that we have, then our efforts have not been in vain.

LABOUR MANAGEMENT RELATIONS,
202 WORKSHOP DEPOT

GENERAL

With the passage of Bills C-170, C-181 and C-182 through Parliament, sweeping reforms have taken place in the internal administration of the Public Service of Canada. The three acts cover respectively: Employer-Employee Relations in the Public Service, Employment in the Public Service and an Act to amend the Financial Administration Act.

So there you are. By Acts of Parliament we have unions within our organizations. It is a fact of life and our attitude must be - how do we use these unions to facilitate our work; how do we use the combined talents of all our workers to improve our efficiency and our morale. In the Land Forces we have a long proud history of enlightened leadership and progressive management and we should apply all these principles of leadership in our relations with our unions.

202 Workshop Depot employs over 400 civilians in a number of classifications with the majority, of course, being tradesmen in the Operational Category, i.e. General Labour and Trades Group, and General Services Group. The local of Longue Pointe, Union of National Defence Employees (UNDE) which is a component of the Public Service Alliance of Canada (PSAC) is the certified bargaining agent for Operational Category employees in the Unit. In fact, the elected president of the local is an Instrument Maker in our Production Department.

With the new legislation public servants have developed a greater awareness of factors and conditions that might affect their employment. They recognize management's right to manage but will not hesitate to challenge decisions of management through their Union representatives if they feel their rights are being violated. Since they are now organized, they intend to take full advantage of the laws respecting employer - employee relations, and through communication they want to establish a proper climate of dialogue with a view to improving their status.

Although unionism means many things to many people, unionism in relation to our operation concerns the maintenance of a high rate of productivity while maintaining a high level of employee satisfaction. It goes without saying the employee dissatisfaction will create problems in production and although we at the working level do not negotiate the contracts that lead to collective bargaining, it is we who are responsible to ensure that both the representatives of management and labour perform within the terms of the contracts.

Unionism as practiced at 202 Workshop Depot is not a militant type of unionism so often publicized in the press. In this matter we have been fortunate and the local labour force has seen fit to elect an enlightened labour representation, that has up to date brought about almost complete labour-management co-operation. We encourage intelligent conscientious employees to take part in labour affairs. The need for this type of co-operation is readily apparent if a venture of this nature is to succeed; achieving this co-operation has taken a great deal of understanding, effort and teamwork on the part of both the parties concerned.

In August, 1967, in order to implement the terms of collective bargaining agreements which were then in preparation, it was thought necessary to prepare in advance to meet with labour, discuss problem areas and, wherever possible, resolve employees' grievances. First we set up an Advisory Committee of three Officer and OC Departments on union affairs. Their first job was to set up local instructions on complaint and grievance procedures. Since its inception it has become a body of experts who make it their business to be completely up to date on Government policy, rules and procedures governing National Defence unions. It seems to me important that one of its members be a senior civilian of officer status to ensure continuity.

LABOUR - MANAGEMENT COMMITTEE

Secondly, in the interest of establishing and maintaining good labour-management relations, it was decided to form a Labour - Management Committee which would meet on a regular basis to discuss and attempt to resolve problems of mutual interest. The committee has no executive authority and is not enpowered to establish policy although it might make recommendations in this regard. The chairmanship of the committee alternates between management and labour every three months. The first meeting was held in December 1967 based on the following terms of reference:

Terms of Reference, Labour-Management Committee

The 202 Workshop Depot Labour-Management Committee is organized to serve the needs of

both management and employees by writing and discussing matters relating to the following:

Efficiency of operations and methods, training, etc.

Working conditions.

Personnel policies and procedures.

General Information of interest to both sides.

The Labour - Management Committee is advisory in nature and not executive. It may make recommendations about management but will not perform any of the functions of management. The spirit and intent of this committee is to provide a means whereby the views and wishes of employees may be made known for the consideration of management; where management may benefit by suggestions towards improved efficiency of operations;where management proposals may be presented for employee reaction and discussion. It is anticipated that discussions will be conducted in a spirit of harmony and co-operation, and that areas of disagreement may be amicably defined and resolved. The committee is in no sense a bargaining agency.

Membership of the Labour-Management Committee

Management - 2IC, 202 Workshop Depot; OC Administration and Supply Department; Civilian Personnel; Administrator ; Civilian Representative of officer status.

Employees-Four accredited representatives of the UNDE.

Secretary - to be appointed annually by the committee and need not be a member of the committee.

Chairman - The Chairmanship of the Committee shall alternate between management and employee representatives.

Members may invite any person to attend a meeting for a particular purpose such as technical advise or consultation. The Secretary should be informed in advance to prevent overcrowding.

The Committee will meet once a month, usually at 1000 hrs on the first Tuesday of each month. Each meeting should be limited to not more than two hours. If the Secretary has received no items for the agenda, he shall consult with all members to determine if the meeting should be cancelled. If special meetings are required, notice should be given to the Secretary at least 48 hours in advance, stating the circumstances requiring the special meeting.

Members shall inform the Secretary at least one week in advance of regular meetings of items which they shall include in the agenda for that meeting. The agenda will be prepared by the Secretary in consultation with the Chairman and will be circulated to all members at least three days prior to the meeting.

Minutes of the meetings will be distributed to all members.

What this committee does of course is provide a sounding board for numerous questions affecting the workshop as a whole. Examples of items discussed are listed below. It provides the necessary communication between management and labour and it is communication which hopefully arrests misunderstandings. It provides the opportunity for management to explain new policy or new regulations and the union, in turn, to question or make suggestions. The results of this committee's work have been most gratifying and our grievances taken to the second level are very few. Better still, better understanding between all concerned has reduced reasons for grievances.

AGENDA ITEMS

Recommendations for an Annual Leave Policy decided against closing down during a specified period. Conditions for leave published in Routine Orders. Medical services for civilian employees-direct telephone line, ambulance service, resident nurse. Positions that shouldbe annotated bilingual in workshop. Language testing and training. Correct completion of Employee Performance Evaluation Report Forms. Distribution of competition circulars, orders, etc. Introduction of identification tage - method of wear, replacement, etc. RCEME Birthday celebration - open house. Issuing of pay cheques - standardization. Procedures in lay - off; seniority. Representation in Industrial Safety Committee. Creation of a unit newsletter - 202 Journal. Band concerts during lunch period. Establishing a patio area with picnic tables for lunch periods. Social and sport activities - Longue Pointe party, bowling, golf. Courses and training for civilians. Hours of work. Feedback of information. Management's stands on reclassification.

END

POLITICIANS, SOLDIERS AND THE WAR YEARS 1939-45

by
CAPTAIN JI HANSON

The Second World War in Europe was a conflict not only between nations, but between opposing political systems. On one side were allied the Fascist dictatorships of Germany and Italy. Their policy was basically the expansion of their territories. Opposing them was a marriage of convenience between the two most powerful democracies of the age and the totalitarian communist regime of Joseph Stalin. Here war aims diverged; Stalin's aim was to spread the communist revolution into Western Europe, while Britain and America sought solely to restore the peace. The only long-term winner of the war was Stalin. This was due to the failure of the other belligerents either to fight to fulfil their aims, or to realize what their correct aims should be. Part of the reason for this failure can be found in the Civil - military relationships in the warring nations, and their effect upon the conduct of the war.

Hitler became the chancellor of Germany in 1933 with support from many segments of the population. In the free elections held that year, he claimed fully 44 percent of the vote. In addition, he had tacit support from some industrialists, Junkers, nationalists and army officers. These groups of people thought they could control Hitler. This idea was reinforced in military minds by the blood purge Hitler directed against his own SA (Stormtroopers) in 1934, which seemingly eliminated them as a threat to the officer class. However, only one month later, at the death of President von Hindenburg, Hitler fused the offices of Chancellor and President into one. Adopting the title of Fuehrer, he obtained an oath of unconditional obedience to his person from every officer and man in the armed forces. He thus became supreme commander of the armed forces of the Third Reich. The stage was set for his subsequent total direction of the German war effort.

Hitler's policy once he gained absolute mastery over Germany followed the outline he had laid down in Mein Kampf. Basically, he aimed to increase Germany's area at the expense of Soviet Russia. To do so, he felt he needed both the destruction of France and the neutrality of England. His pre-war policy in Eastern Europe was directed largely against France. Treaties with Poland (1934) and Russia (1939) and the seizure of Czechoslovakia (1939) deprived France of her traditional security of alliances to the east of Germany. The success of these policies, combined with the bloodless occupations of the Rhineland, Austria and Czechoslovakia further strengthened Hitler's hand against the conservative officer caste which was uneasy because of the audacity with which events were conducted. As a result, in 1938-39 Hitler was able to reorganize the Ministry of War into the High Command of the Wehrmacht (OKW), eliminate General von Blomberg as Minister of War and Commander in Chief of the Wehrmacht, and subordinate the three service heads to himself. Thus did Hitler the politician, achieve complete mastery over his generals.

Hitler's control of the German war machine in 1939 was to a large degree the reason for early German successes in the war. He overruled the objections of the more conservative generals and forced the adoption of the Blitzkrieg tactics which were so overpowering from 1939 to 1942. To the technical competence of the professional soldiers he added audacity, ruthlessness, and an iron will. Victory in France in 1940 convinced him of his infallibility. Consequently, he felt able to overrule his own trepidations about a two-front war, and turned on Russia in 1941 with a hostile England at his back. He intended to win a quick victory, but when by winter Russia remained undefeated to took personal control of operations. His direction of the war effort extended down to the movement of battalions (in a front composed of three army groups!), and absolute control of minor tactical withdrawals. The generals were left with the role of military technicians, expected to follow blindly the often irrational orders of the former corporal, Adolf Hitler.

Hitler's grip on his generals was revealed again and again during the Russian Campaign. Stalingrad provides the most striking example of this. Here von Paulus' Sixth Army was surrounded by superior Russian numbers and close to annihilation. Against all reasonable military advice Hitler forbade retreat or an attempted breakout. His generals did not have the strength of character to countermand his orders. As a result, the whole of the Sixth Army, along with its commander, surrendered, and over 130,000 prisoners fell into the Russian hands. This provided a tremendous moral victory for the Allied Nations at a time when Germany had reached its zenith.

By late June 1944 it was clear to some

German generals that defeat was inevitable. The Western Allies were safely ashore in Normandy, and the Russians had opened their summer offensive in Poland. Since a German victory on German terms now seemed impossible, peace offered the only alternative to continued bloodshed. However, the Western allies had stated their refusal to treat with Hitler and the Nazi regime. The only answer for the German peace party was to remove Hitler. An assassination was attempted in July 1944. Its failure, and the brutal Nazi reprisals, effectively removed all organized resistance. His original pre - war aims now made impossible, Hitler determined to drag Germany to total defeat with him. The only body with sufficient organization left to oppose him, the Wehrmacht, was now broken completely to his will.

In Germany the civil-military relationship saw all power ultimately invested in civilian hands - those of Adolf Hitler. As a result of this, Germany was forced by him to fight on past the point where defeat was certain. Peace came with the country occupied and in ruins. More important, as a result of this struggle to the death all Eastern Europe was overrun by the Russian forces. Hitler's vision of rolling the "Untermenschen" of the east back beyond the Urals had been completely overturned, and instead "The Slave stood on the Elbe and the Boehmerwald".

In the United States by 1942 there were some similarities at the political - military summit to the structure in Germany. Like Hitler, the American President Roosevelt was a consumate politician (he is the only man to have been elected to his country's highest office four times). Also like Hitler, he was Commander in Chief of his nations' armed forces. However this power was his constitutionally. Before 1939, he had contact with his military chiefs only through the civilian, appointed secretaries of the various branches. In 1939 however,Roosevelt put the military chiefs under his direct control. Finally, in 1942, the uniformed heads of the three services, plus the Chief of Staff. This body acted directly as the President's military advisers. They also functioned as combined planners with the British, and directed American operations abroad. Thus the only contact they had with a civilian representative of elected government was the President himself. This structure of the three service chiefs working directly under the civilian head of government resembled the German arrangement. Unlike Hitler, however, Roosevelt trusted his generals and did not attempt to direct military operations in detail. In America civil-military relations, in contrast to those in Germany, were characterized by mutual respect and trust.

The exclusion of elected civilians except for the President in the strategic direction of America's war effort had several results. In contrast to British practise, the American military chiefs became quite involved in non-military areas; politics, international affairs, and the war economy. As this scope of decision percolated down to lower levels of the military structure, it became possible for field commanders to make decisions which could have considerable non-military repercussions. One such, which was widely resented by both American soldiers and civilians, was Eisenhower's decision on 20 Dec 1944 to place an American army (the First) under a British commander, (Montgomery) to solve a tactical problem during the Ardennes offensive. It is unlikely that a British commander under similar circumstances would have dared to make a like move without reference to the War Cabinet or Prime Minister.

The most interesting and important result of the involvement of the Joint Chiefs with the higher direction of the war was their conversion to the liberal idealism of Roosevelt. In common with most professional soldiers, the American generals before 1939 were conservative, practical, even cautious. They saw American national objectives as retaining their territory, supporting the British Empire, checking Japanese expansion and preserving European balances of power. Some of these aims were not too different from traditional British views. The desire to gain these aims If drawn into war is perfectly in keeping with Clausewitz's view of war as an instrument of policy. However actual American wartime policy was in opposition to these conservative aims. It called for, among other things, the total defeat of Germany ("Unconditional Surrender") to the exclusion of all other considerations, and regardless of political consequences. Roosevelt, the complete anti-imperialist and anti-Clausewitzian statesman, had no territorial ambitions in Europe and "had a hunch" that Stalin's aims were similar. The American Joint Chiefs of Staff were gradually won over to their President's veiw point, and fought the war without regard to political consequences. Because the Americans were carrying the largest portion of the war in the west, they were able to force this view on the British. One direct example of this was the decision to invade Southern France, instead of the Balkans, in 1944. America distrusted the establishment of a British "Sphere of Influence" in the area, and insisted upon the shortest route to military victory. Similar Anglo-American differences arose over the final drive against Ger-

many, the taking of Prague, Vienna and Berlin, and the final occupation of Germany. In each case, the American, or non-political, strictly military viewpoint was adopted; generally over British objections.

The espousal of Roosevelt's aims by his formerly conservative generals meant that they failed to provide a Clausewitzian check for civilian policies. This in turn meant that with the collapse of Germany in 1945, due to American disinterest in European politics the only influence to be felt in Red Army - occupied countries was Communist. This, to the chargrin of Churchill, became the ultimate triumph of Soviet policy. The Americans did not realize the true state of affairs until considerably later, when they attempted to counter rampant Communism in Europe with the Marshall Plan of 1947.

The great failure of civil - military relations in World War II was the lack of a military balance to the designs of the civilian leaders of the warring nations. In Germany this led to a struggle to the last ditch which brought desolation and enormous human suffering to the entire German nation. In America it led to the waging of a purely military war with no thought to political ends, and the enforcement of this view upon the other Western allies. The final result of the lack of both German and American balanced civil-military relations was the advancement of Russian political aims in Europe at the final defeat of Germany. The Western allies fought only for peace, which, when won, was found to be no peace at all. They simply exchanged a hot war with Nazi Germany for a cold war with Soviet Russia. International tension remained at/the pre-war level and Soviet influence had advanced from Poland's Eastern border over five hundred miles to central Germany. In the end, only Stalin realized his war aims, and Nazi domination in Eastern Europe had been replaced by an equally totalitarian Communist regime.

END

Computers serve only as extensions to men's minds. They function only as they are taught. And how well they perform depends on the quality of their teachers.

Many computer projects hit major snags. When this happends a great deal of money is wasted and somebody gets blamed. But blame may not fall in the right place, and management lessons of failure are not confined to computer projects.

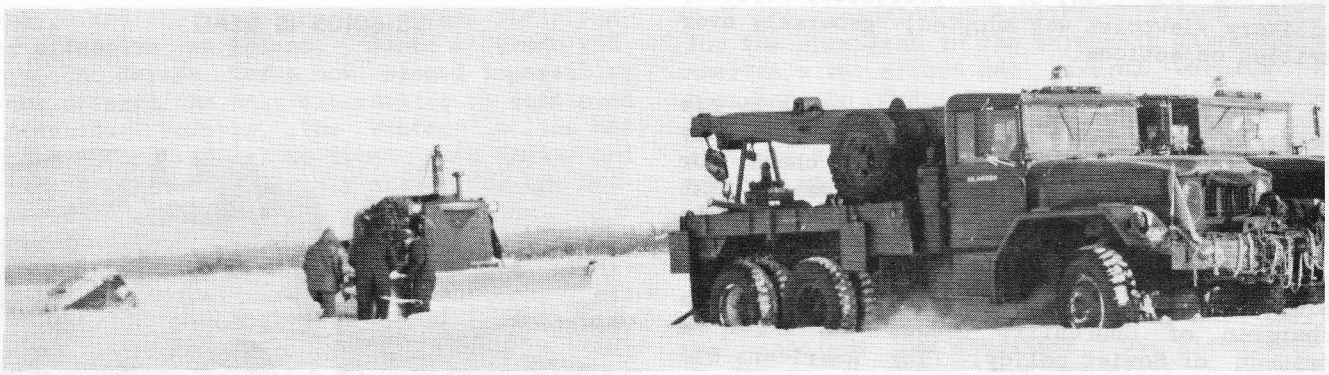
THE MIGHTY MOUSE

53-60105 IS DEAD

4 Fd Workshop has retired as BER, this obsolete vehicle with 13 years of service. The replacement vehicle is hoped to be smaller and faster to make backloading of tanks and M109s speedier and more economical.

The last crew to move this 60 ton vehicle on very narrow roads at dead speed were, WO Tellenbach; Cpls; Joly; Fraser and McInnis who is seated at the controls.

APC RECOVERY IN WAINWRIGHT



By
Capt GJ McKee

An interesting recovery operation was performed by the Maintenance Company of 1 Service Battalion at Camp Wainwright Alberta. During the concentration exercise WAINCON 1, 27 Jan to 28 Feb 69,the Cdn AB Regt accidently placed an APC through the ice of Willow Lake.

Initial recovery was attempted by 229 Workshop, however the casualty in the lake called for heavier recovery. The CO, Camp Wainwright Major McKendrick, decided that this recovery should be a good exercise for the maintenance company.

The OC Maintenance Coy, Major CA Millar was informed of the task and detailed Lt JR Convoy to take charge of the actual recovery. A preliminary RECCE of the ice conditions and shoreline established that the water had a high alkali content, and the APC was moored in the mouth of a small brook. Around the APC , ice was weaker than on the lake. The engine and cargo compartments were swamped with ice and water.

Cpl Norton and Pte Mathews plowed a five mile passage to the casualty site and cleared a working area. Sgt Tee, in charge of the recovery vehicle ruled that the swamp area would not support a ARU. It was decided to use the D-7 Cat with three wreckers with spades as anchors to safeguard against the loss of the Cat.

The first idea was to blast free the APC from the ice,but it was decided to cut the ice away from the hull. To do this Captain Clarke 3 Fd Sqn RCE was consulted as advisor. Sgt Davidson (RCE) and his men equipped with portable jack hammers chipped the ice clear of the hull. The recovery crew then attached a two to one pull with the D-7.

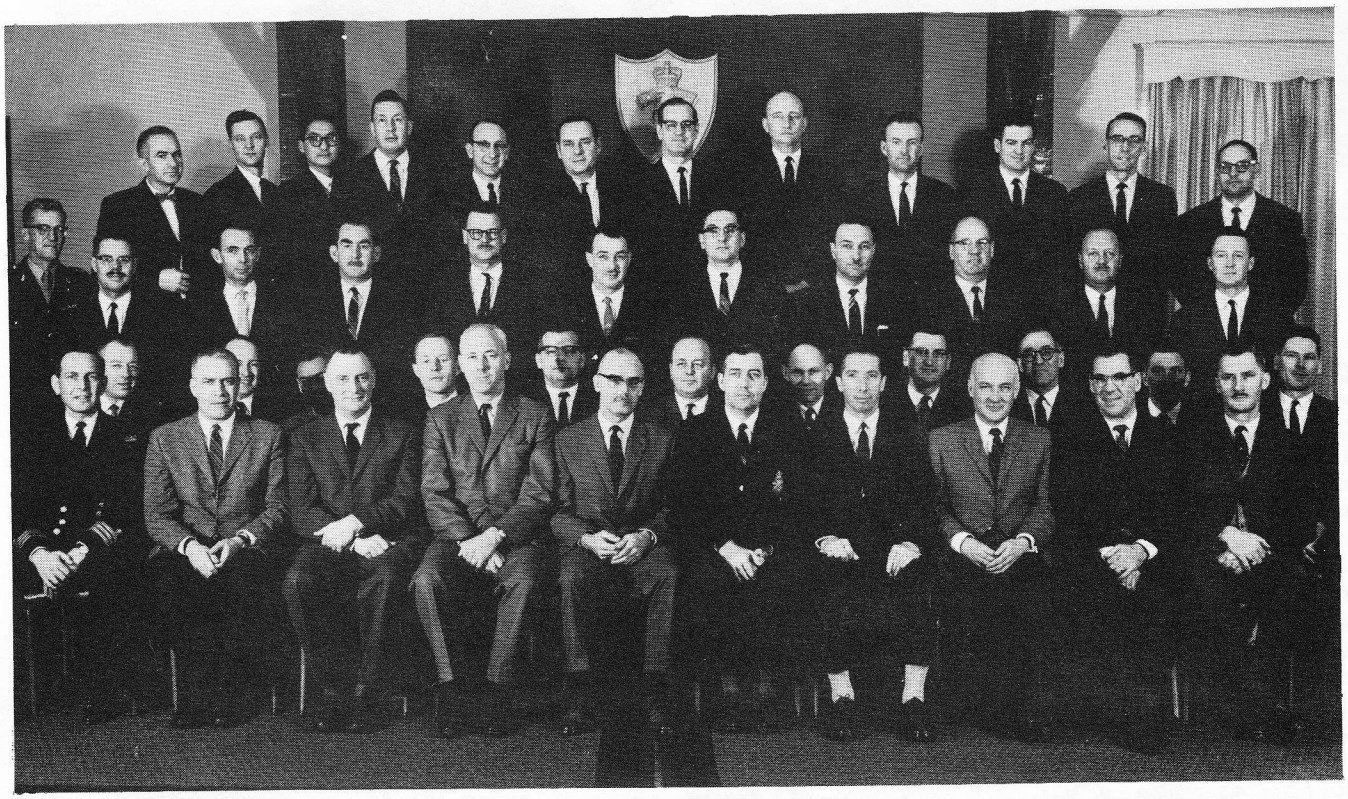
The first attempt made,use of the APC tow cable as a sling for the snatch block. This failed, the APC tow cable snapped. The second attempt a 20 ton tow chain was used, this also snapped under the strain. The third attempt the ARV tow chain was used,it was more successful. The wreckers were not suitable anchors as the pull moved them instead of the APC.

Now Captain Clarke and his engineers were consulted on the best procedure for blasting. Sgt Davidson placed five charges on the high side of the APC approximately four feet from it, below the ice to avoid damage to the APC. The charges were successful, the APC was jarred loose undamaged. The D-7 Cat was once again employed with the wreckers as anchors. This method was successful and the APC started to move. However, the front end proceeded to bury itself in the ice and mud and the D-7 cable snaped. Here was a problem to be solved.

Sgt Lee and Pte Mathews worked out a solution. Their solution was to use two wreckers for direct tow and the third wrecker attached to the back corner of the APC to pivot and slide it out of the hole. This solution proved successful and out came the APC along with three feet of ice and mud froze to the side that was lowest in the ice.

The following morning the APC was loaded on the lowbed for transport to 229 Wksp. This was done with four wreckers. One was attached to each corner of the APC to lift it clear of the ground. While the APC was suspended the lowbed was backed under it. The APC was then lowered, completing the recovery operation in two and one-half days,requiring four wreckers, one D-7 Cat, four portable jack hammers, four recovery crews, and RCE personnel.

LAND MATERIEL MAINTENANCE STUDY PERIOD



Fourth Row Standing — Maj PEV Hanson; LCol JC Boughton; Maj MG Masuda; LCol FW Chapman; LCol SA Girdler; LCol BB Cox, LCol GG Rasicot, LCol RC Rivers; Maj CA Miller; Maj PM Graye; Maj RL MacIntosh; Maj R Doucet.

Third Row Standing — Capt KW Henderson; Lt CG Ashdown; Maj NE Laviolette; Maj CR Morgan; LCol RF Fendick; Maj GR Burton; Maj PP Pospisil; LCol WG Svab ; LCol JM Treleaven; LCol DJ Tidy; Maj RB Screaton.

Second Row Sitting — LCol WS Wood; LCol ALD MacDonnell; LCol M Ruscher; Maj RE Goulding; LCol B Yarymowich; LCol RW Libbey; LCol J Adams; LCol FE Johnson; LCol WH Glover; Maj KT Kennah; LCol EB Creber.

First Row Sitting — Cdr GD Spergel; Col (AF) NK Young; Col WJ Owens; Col KR Ward; BGen WK Lye; Col AL Maclean; Col AM Reid; Col GW Bruce; Col, (AF) WE Castellano; LCol AGM Maitland.

Absent from the photo is BGen DW Goss .

The annual Land Materiel Maintenance Study Period which was held on 22 to 24 Jan 69, saw new innovations in the form of a playlet and syndicate discussions to provide answers to specific maintenance problems. This study period, which naturally this year centered on recent changes in the armed forces organizations and their effect on the land materiel maintenance organizations, discussed the effect and status of integrated trades training. Training Command plans and progress, the introduction of new equipments and the organization and functions of the Director General of Maintenance presented by the DGM B Gen DW Goss. The play-

let, which was presented by officers from CLFE, clearly pointed out the problems related to the timing of the introduction of equipments from an operations and maintenance point of view. The cast, or perhaps a better term would be the characters,were LCol F Chapman,Maj P P Pospisil and Maj R Screaton. The syndicate discussions centered around the principles of maintenance support and the technical channels required in the field. The study group ended on a high note with a retirement mess dinner attended by 152 officers. The dinner honoured the 28 RCEME officers who retired during the past year of whom 11 were present.

END

HOW I CHANGED THE COLONEL'S SOCKS

BY
MAJOR P. BATESON

The duties of an editor are sometimes onerous and sometimes amusing. It never occured to your editor,however,that at some time he might be called upon to play between and change the Colonel"s socks. You don't believe me! Look at the cover of the Bulletin dated March 68 and compare it with the photograph of the LMM Conference on page 11 of this issue.

When we decided last year to use the LMM photograph as a cover our aesthetic taste was offended by the outstanding socks worn by one of the conferees. Nothing loath the answer was to change them and by use of a pen on the negative this was soon accomplished.

Some people,of course,cannot take a hint and so when he appeared this year wearing either the same or similar socks we decided sock changing was not in our terms of reference and so they remained in place.

"Good morning, Reverend. I haven't seen you lately."

"No, Captain. I've been very busy. Only this morning I married three couples in 15 minutes."

"Fast work, Reverend. That's 12 knots an hour."

SUBALTERN EME COURSE 1968

Lt MAC Campbell, at the graduation parade held on 19 Dec 68 at THE RCEME SCHOOL was presented the sword for the BEST STUDENT graduating from the Subaltern Electrical and Mechanical Engineers Course.

Lt Campbell is the son of MWO Campbell who is an instructor in Vehicle Company at the RCEME(S).

The presentation was made by Colonel AL Maclean, CD, the RCEME SCHOOL Commandant and CFB Kingston Commander.

A graduate of the University of New Brunswick in Mechanical Engineering, Lt Campbell will be employed in Chilliwack BC for his first assignment with the Canadian Armed Forces.

We regret that due to a mechanical failure, photographs of the presentation are not available.

MILITIA COMPETITION 1969

The RCEME Corps Association is sponsoring their annual competitions in 1969. RCEME Militia units may compete for the following: Rifle Competition; Tradesmen Competition; Junior NCO Competition; The William Lennox Thompson Trophy for Unit Efficiency.

The closing date for all competitions will be 31 Aug 69. Results must be forwarded direct to the Secretary of The RCEME CORPS ASSOCIATION by 10 Sep 69. The executive of the Association will examine and select the winners, at the annual meeting.

Competitors are encouraged to forward constructive suggestions or recommendations to further assist in achieving the purpose of these competitions.

IT HAPPENED AT RIVERS

Paratroop recruits were up for their first drop. As the last man moved forward to jump, the NCO in charge shouted in horror: "Stop. You're not wearing a parachute."

"That's all right,sergeant," said Capt A. "We're only practising, aren't we?"

ELECTRONIC RELIABILITY IS A MECHANICAL PROBLEM

When an electronically - oriented person looks at complex equipment such as a computor, a guidance system, or a radar set, he is likely to visualize it first as a system of circuit elements and signals. In the next step he will probably consider the nature of these elements and their electrical characteristics. The mechanical design engineer will picture a collection of cabinets, racks and chassis and consider how to hold them in place. The man on the street, of course, sees the same device as a weird collection of flashing lights, jittery meters, switches and - sometimes - long blue sparks. All of these viewpoints are partially correct: each is limited in some fashion.

Many system failures are caused by failure of some critical electrical component. Tubes, become noisy, resistors change value, diodes open up, relays stick, and transformers develop shorted windings. These failures, and a host of others, are mechanical failures rather than electrical. In fact, with the exception of some types of semi-conductor failures all component failures are mechanical in nature although the end result is an electrical failure.

The logic behind this statement becomes evident when the internal structure of electrical components is made the area of interest instead of the purpose of the component. For example, the purpose of a tube is essentially either rectification, amplification or controlling a signal. How well the tube serves its purpose is dependent on the mechanical characteristics of envelope integrity, element continuity, element spacing, cathode coating uniformity, and foreign particle content. Assuming that the correct tube type was choosen for the circuit application, circuit performance is dependent only on these mechanical features. The standard description of tube failure, e.g. low gain, noisy and intermittent operation, are really descriptions of symptoms. The actual failure of the tube is the failure of the tube structure. True tube failures would include element displacement, broken element or lead, abraded spacer, defective seal and flaked cathode coating.

Correlation between an impulsive load applied when a chassis is dropped on the loading dock, or even when an access door is slammed shut, and electrical failure may be difficult. Correlation between the same load and a fractured component is relatively easy. In between these two levels is the situation where the impulsive load shifts a component slightly in its mounting thus putting extra stress on the component leads. Snapping a diode into a clip bending lead at the surface of a glass header or warping the mounting flange of a relay slightly during installation may not cause visible damage or obvious malfunction. Internal stresses and deformations are set up which evertually will lower the ability of the part to withstand additional loads.

The shoving or rough handling of electronic equipment on unprotected surfaces of telecome workbenches, supply section shelves, and bumping on floors and walls of buildings cause more failures to equipment than do long hours of operating.

DRIVERS' TEN COMMANDMENTS

1. Know the Highway Code by heart and put it into practice.
2. Concentrate all the time and you will avoid accidents.
3. Think before acting.
4. Exercise restraint and "hang back" when necessary.
5. Drive with deliberation and overtake as quickly as possible.
6. Use speed intelligently and drive fast only in the right places.
7. Develope your car sense and reduce wear and tear to a minimum.
8. Give proper signals.
9. Be sure your car is roadworthy and know its capabilities.
10. Perfect your roadcraft and acknowledge courtesies extended to you by other road users.

A COMMON FORMAT FOR MAINTENANCE PUBLICATIONS-

by

Major (A) MC Johnston, Capt (AF) MAS MacNamara, and LT(N) CD Allen

The DEVIL Program was recently expanded to include another element of logistics, Maintenance. Prior to Sep 68 the DEVIL Program consisted only of Supply. It now includes maintenance in the form of the DEVIL Maintenance System Working Group. This group has the task of designing a Canadian Armed Forces Maintenance System. The group is made up of six three-man study teams called Maintenance Planning Sections (MPS). Every section has a representative from each of the three environments sea, land and air. Let it be said at this point that the changes at the maintainer level will be minimal because the system will be designed with his particular environmental requirements in mind. The changes which occur will be mainly at the higher management levels, such as the management of maintenance information.

One of the most perplexing logistic problems in the Canadian Armed Forces is the production and distribution of maintenance information. For example, if one particular type of equipment was to be utilized by the three environments of the Canadian Armed Forces the required maintenance data would reach the maintainer in three entirely different forms. Currently these would be BRCNs, EME manuals, and Engineering Orders. These publications would contain the same basic information but would be produced in three different formats, be distributed by three different avenues, and be revised by three different methods. The solution to the problem, of course, is to have all maintenance instructions produced to a common format, distributed by one avenue, and amended by one method.

In recent years there has been a certain amount of maintenance information which has been used in common by the three environments. One example is the common usage of certain information pertaining to aircraft maintenance which is issued to the three environments as one publication but with the appropriate BRCN, EME manual, and EO identification numbers overprinted. Additionally the EME Maintenance Management System for land vehicles is utilized by the air environment. Further examples are some TEST Equipment, Radiac Equipment and the FN-C1 Rifle handbooks used by the three environments. Although this trend towards common usage of maintenance data is commendable there are still certain disadvantages to this system. There is still a need to cross-index and overprint the publications with another service's identification number. In some cases a separate system of distribution and revision is used.

One of the initial projects of our team is to recommend a common format for all maintenance instructions. Instructions issued under this format will be known as Canadian Forces Maintenance Administrative and Technical Orders (MATOs). This will eliminate the system of triplication which now exists. The use of a common format for all types of maintenance instructions will allow greater utilization of the "in-house" publishing facilities available to the Canadian Forces and will allow increased efficiency in the publication and distribution of maintenance information. The immediate bonus to the maintainer would be in the more timely arrival of new maintenance manuals, and subsequently in an improved system of keeping them up to date. This common format will make use of the best ideas in existing instructions as well as new ideas. New methods of disseminating maintenance information, such as the aperature card system, will also be carefully considered.

Our first step in planning was to collect background material from as wide a range as possible. To date this has included format and maintenance specifications from the Armed Forces of Canada, the USA, the UK, and other countries. We plan to visit as many of the Canadian Forces Maintenance Facilities as possible in order to ascertain your requirements, for maintenance instructions. Unfortunately there will not be time to visit all maintenance facilities, therefore we are requesting assistance from you, the maintainer. Send your suggestions for improving your current maintenance publications to Maintenance Planning Section 7., CFHQ/CTS/DMG, Room 4403C, Cartier Square, Ottawa 4, Ontario.

Here are a few ideas to help you start thinking on the subject; are check list cards useful in your trade? Is the text easy to read?Are diagrams easy to read and use? Which, would be the most serviceable, loose-leaf or bound books? Are there any special requirements due to your particular environment? Would microfilm card readers be better than books etc, etc,?

END

RCEME CORPS ASSOCIATION

23rd ANNUAL MEETING 27 OCT 68

By

Capt WW Laird

Major DC Fergusson was elected President (1969-70) of the RCEME Corps Association at the annual meeting held in The Officers' Mess at the McNaughton Barracks, Kingston, Ont. Other officers elected were LCol JK Bradford Vice President: LCol Le Seure Brodie, honorary Secretary Treasurer; Colonel AL Maclean, Head of The Corps of RCEME. The new executive members are LCol Le S Brodie; LCol JK Bradford; Capt JD Thexton; LCol TE Duffield; Major NM Kogan; Major DC Fergusson; Capt A Mclaughlin, LCol Goodwin and Colonel AL Maclean.

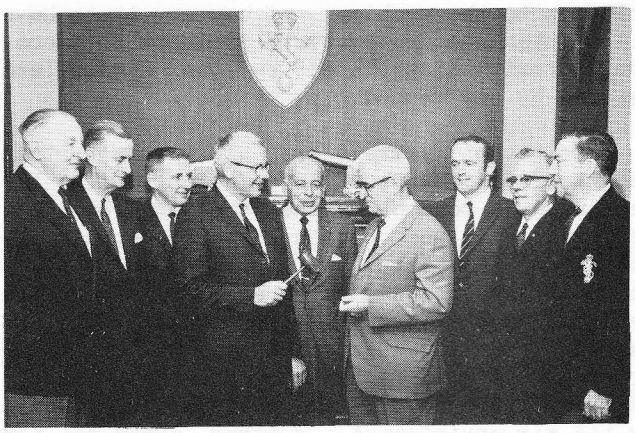
This annual meeting was attended by a large representation from all provinces.Sixty-nine members took time out from a busy schedule to attend a luncheon sponsored by the RCEME Sgts Mess. The following evening a traditional mess dinner was held with a good representation from other corps associations,regular and militia officers, and retired RCEME officers.

The guest speaker, Brigadier General, Maurice ARCHER,who is better known in the transportion circles as VICE-PRESIDENT of Canadian National Railways Research and Development branch.He spoke on the changes now developing in the field of railroad transportation. The advances in freight handling, which he described have resulted in the production of a specially fitted ship, railway cars, and special port facilities in Halifax NS,to handle "containerized" commodities.

For those who are not aware; after World War II, the Corps Association was formed by serving, retired and militia RCEME Officers. The purpose is to keep alive, the "Esprit de Corps", traditions and assist militia units. Prepare resolutions concerning the operation of RCEME within these units.Resolutions endorsed, at the unnaul meeting are submitted to the General Council on Defence Association.

Major RJ Lavingne, CO 39 Tech Sqn RCEME, (M) Windsor, Ont did not realize; as the episode unfolded that he provided the general meeting with a spot of amusement. He expected to come away with a few trophies which the association awards annually for proficiency in various activities. He was forced to sit in ever increasing dejection as trophy after trophy was awarded. His reward finally presented. His large large SMILE confirmed his approval of the result, as he accepted the "OVERALL PROFICIENCY" trophy from the newly, elected president of the association, Major DC Fergusson.

Major RJ Lavigne receiving the Trophy. Left to right are LCol TE Duffield;Capt JD Texton; Col AL Maclean; Major DC Fergusson; Maj RJ Lavigne.



LCol Le S Brodie; LCol JK Bradford; Capt JD Thexton; LCol TE Duffield; Maj NM Kogan; Maj DC Fergusson; Capt A McLaughlin; LCol EJ Goodwin; Col AL Maclean.

NO 2 ARMY FIELD WORKSHOP (RCOC)

BY
WO EA COLLINS (retired)

Upon the commencement of the hostilities 3 Sep 1939, No 2 Army Field Workshop, RCOC (Militia) commenced recruiting to fill vacant positions on their establishment in anticipation of fulfilling their wartime roll. No 2 Army Field Workshop RCOC was activated on 10 Sep 1939 upon the declaration of war by Canada. This unit was assigned to 1 Canadian Division, and was the first RCOC (E) unit to enter the Second World War.

During November 1939, all members were called into Barracks and proceeded as a unit (complete with portions of their kit) to the Horse Palace, 2nd floor, Canadian National Exhibition Grounds, Toronto, as a semi-permanent residence. The unit with 669 all ranks was despatched overseas, approximately 9 Feb 1940. No 2 Army Field Workshop sailed from Halifax on the HMS Acquatania. Seven days later the unit landed at Gourack, Scotland and proceeded to Aldershot, where they were barracked at Salamanka Barracks.

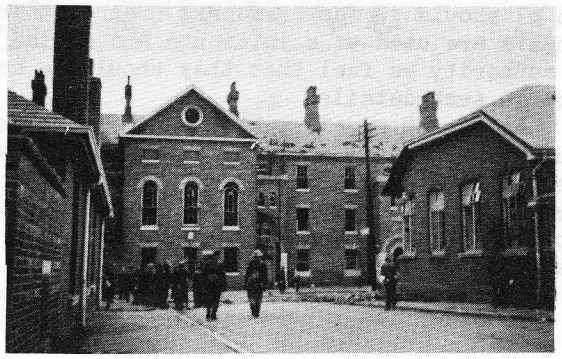
No 2 Army Field Workshop RCOC also had the (dubious) honour of being the first Canadian unit to suffer casualties by enemy action while still in England. During the month of Jul 1940,an enemy aircraft flew over Aldershot and dropped 3 Anti-personnel bombs on Salamanka Barracks, resulting in three men of the unit being killed and approximately 19 wounded. The deceased members were buried with full military honours in Brookwood Cemetery, England.

Shortly after that incident, the Canadian Forces in England, were moved to a concentration area near Northampton, Northants. Due to the event of Dunkirk, the unit was returned approximately two weeks later to the previous home in Salamanka Barracks, Aldershot.

On 12 July 1940, the unit moved to Epsom, where it remained until absorbed into 1 Canadian Divisional Ordnance Workshop RCOC and Canadian Non - Divisional Workshop RCOC. The workshops eventually were broken up into Corps Troops and 3 Brigade Workshops.

To the best of my knowledge, of the original 669 members who proceeded overseas in Feb 1940, only one member is with the Canadian Forces,in Kingston,Ontario. He is 429 371 180 (SB94102) MWO TE Broomer, at CFSCLOE. Some of the officers of NO 2 Army Field Workshop RCOC were Colonel CR Boehm former D DEME Canadian Army Headquarters;LCol Morgan,Colonel Maxwell; CC Meighen;Colonel Biecroft and LCol JK Bradford.

EDITORS NOTE: MWO TF Broomer has some photographs of 2 Army Field Workshop personnel.



SALAMANKA OFFICERS MESS

NAAFI

IN MEMORIUM

Sunday 6 Jul 1969, commencing at 2 PM at THE Cenotaph at City Hall, TORONTO, the Royal Canadian Legion, Branch 466, will hold a Memorial Service.

This service is to commemorate the day, of the first Canadian Army casualties in 1940, during the bombing of Aldershot, England. In Aldershot England a similiar service will be held on the same day. Some Canadian Survivors of the bombing are going to England to attend the Service. These casualties were members of No 2 Army Field Workshop.

SGT O' SWEAT

I am writing this letter to you despite the fact that I didn't see your section in the last issue of the Bulletin. I am assuming you have solved all our problems so had nothing to write about.

One of our keen young cfficers recently pointed out to me that the term for megacycles per second as used in the electrical section of the EME manual is incorrect. That is, mHz as used in electrical Y 650/3 Issue 1 of 28 Feb 67 should in fact read MHz. Since these manuals are used as a reference and quoted as an authority we feel that they should be correct in such details.

Amendment of all published instructions would be expensive and time consuming. However, a notice in your column bringing the error to the attention of users and a suggestion to the authors of the EME manual that the practice be discontinued should suffice.

Yours sincerely,

R.B. Screaton

Dear Major Screaton,

Thank you for your letter of Nov 68 pointing out the inaccuracy in the abbreviation of megacycle per sec in the EME manual instruction Electrical Y 650/3 Issue 1 of 28 Feb 67. Our research department has completed an extensive study into this problem.

The abbreviation of megacycles per second is not mHz but is in fact mc or Mc or even Mc/s. However, to be precise this animal, cycle per second, does not exist any longer except in the fond memories of aged scientists and teachers. Today we refer to the same animal as a hertz. They are one and the same.

However, to get back to the intent of the question asked and to dispense with the somantics involved, we have found that the abbreviation for megahertz falls roughly into three groups. The Americans prefer to use MHz as you have suggested in your letter. There is the odd radical who insists on using Mhz. The French prefer to use the form Mhz. (This is the abbreviation prefered by educators at the University of Sorbonne in Paris). And finally we have the Canadians. They are undecided as usual. In recent magazines we found the use of both Mhz and MHz throughout. EME manual instructions are no clearer. EME Instruction Z 310/18 contains both MHz and mHz.

Our projected studies of usage levels indicates that inevitably the most common form used in the future will be Mhz.

I hope this will clarify this problem for you and all.

Sgt O'Sweat

TODAYS ADMINISTRATOR

by

CWO J SILZER

Your job today is no different than it ever was. It requires you to identify problems properly and to select solutions that are most appropriate. If your diagnosis is incorrect, your remedy will be too.

You will often come under pressure of the self appointed specialists, to use techniques involving their own area of competence. Pressurized salesmen will overwhelm you with new, sophisticated, computer - based techniques for solving problems. You must not succumb to the temptation to try the new just because it is new or reject the old because it is old. Remember the computer-based techniques are "Big Business" sells specialized paper forms and charges up computer time at a healthy rental. How much???

An effective administrator has to view the problem in perspective and solve it at a par - ticular moment. If an organization has operated with simple and informal procedures, and also relied on the skills of key people; the administrator should be slow to make radical changes and examine the effectiveness of existing procedures. Then conclude if sweeping changes or minor modifications will do. To effect changes competent people and time are required, therefore limited improvements have to precede fundamental changes.

You the administrator must decide which problem has priority and ensure that all are solved with simple reforms.

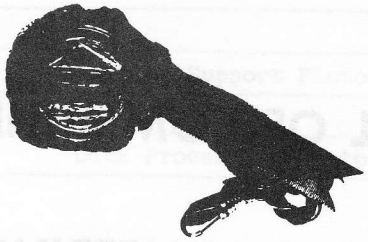
****

When a woman in Courtenay, BC, brought her new car back to the dealer with the complaint that she was getting only 12 miles to the gallon the service men checked everything they could think of without finding an explanation. Then one mechanic suggested the woman take him out for a spin as a sort of test run, and he spotted the trouble before they'd rolled off the lot. First thing she did when she started the car was pull the choke way out and hang her purse on it.

Inauguration of the Canadian Forces School of Communications And Land Ordnance Engineering

In the presence of the assembled school staff and distinguished guests, the Canadian Forces School of Communications and Land Ordnance Engineering is hereby activated under the authority of Canadian Forces Organization Order No. CFOO. 5-2-1, as a unit of Training Command. to conduct individual training in the fields of communication and materiel maintenance for all ranks, to meet the needs of operational units and commands of the Canadian Armed Forces,

Concurrently, the Royal Canadian School of Signals and the Royal Canadian Electrical and Mechanical Engineers School are disbanded.



Barriefield Camp
Kingston, Ontario
12 February, 1969

A.L. Maclean
Colonel
Commander, Canadian Forces Base Kingston
and
Last Commandant, RCEME School

L.H. Wylie
COLONEL
Commandant, Canadian Forces School of
Communications and Land Ordnance Engineering
and
Last Commandant, RCS of S

A NEW SCHOOL IS FORMED

by

MAJOR P. BATESON

In September 1968 on direction from Training Command work commenced at Canadian Forces Base Kingston on the amalgamation of The Royal Canadian Electrical and Mechanical Engineers School and the Royal Canadian School of Signals. Colonel L H Wylie Commandant of the RCS of S and Commandant designate of the amalgamated school formed a planning committee under the chairmanship of Lieutenant Colonel E B Creber CI of the RCEME(S).

Major R Peters, OC Regimental Company and Major G R Gauthier, ACI of the RCS of S were charged with the responsibility of analysing the requirement and recommending an organization for the new school. It soon became evident that two separate studies were needed and a sub committee consisting of Lieutenant Colonel J G B Knowlton, CI the RCS of S and Major A J MacGillivray, OC Vehicle Company was formed to study the possible reorganization at the temporary squadron level.

Majors Peters' and Gauthiers' report on the organization of the Headquarters was completed on time, accepted and forwarded to Training Command for approval. Initialing Training Command approved the proposed organization in its entirety, but subsequently some changes were imposed to provide an enlarged training stan - dards group. This better organization is designed to replace the previous Quality Control Section and the RCAF Trades Standards Establishment, and will be a feature in all Training Command school organizations.

As soon as approval was received personnel were selected to fill the various appointments and a phasing officer Major T W Hackworth R Sigs was appointed as phasing officer.

Some of the reorganization and phasing was complicated by the fact that Canadian Forces Base Kingston was also being reorganized under the direction of the Base Commander, Colonel A L Maclean and a number of functions traditionally part of the previous schools were taken over by Base Kingston.

Eventually officers and personnel began to move and the White House, well known to all our readers was vacated and the new school Headquarters was established in the Forde Building, Vimy Barracks. At the same time the Corps of RCEME Officers Mess and Royal Canadian School of Signals Mess were closed out on paper and a new Mess known as Canadian Forces Base Kingston Mess with two Annexes, McNaughton and Vimy, was formed.

Referring to the organizational chart the new school known as the Canadian Forces School of Communications and Land Ordnance Engineering consists of:

a. Commandant — Colonel L H Wylie

b. Adjutant — Lieutenant B R Johnson

c. Training Activities Division responsible for the conduct of all training and Commanded by Lieutenant J G B Knowlton.

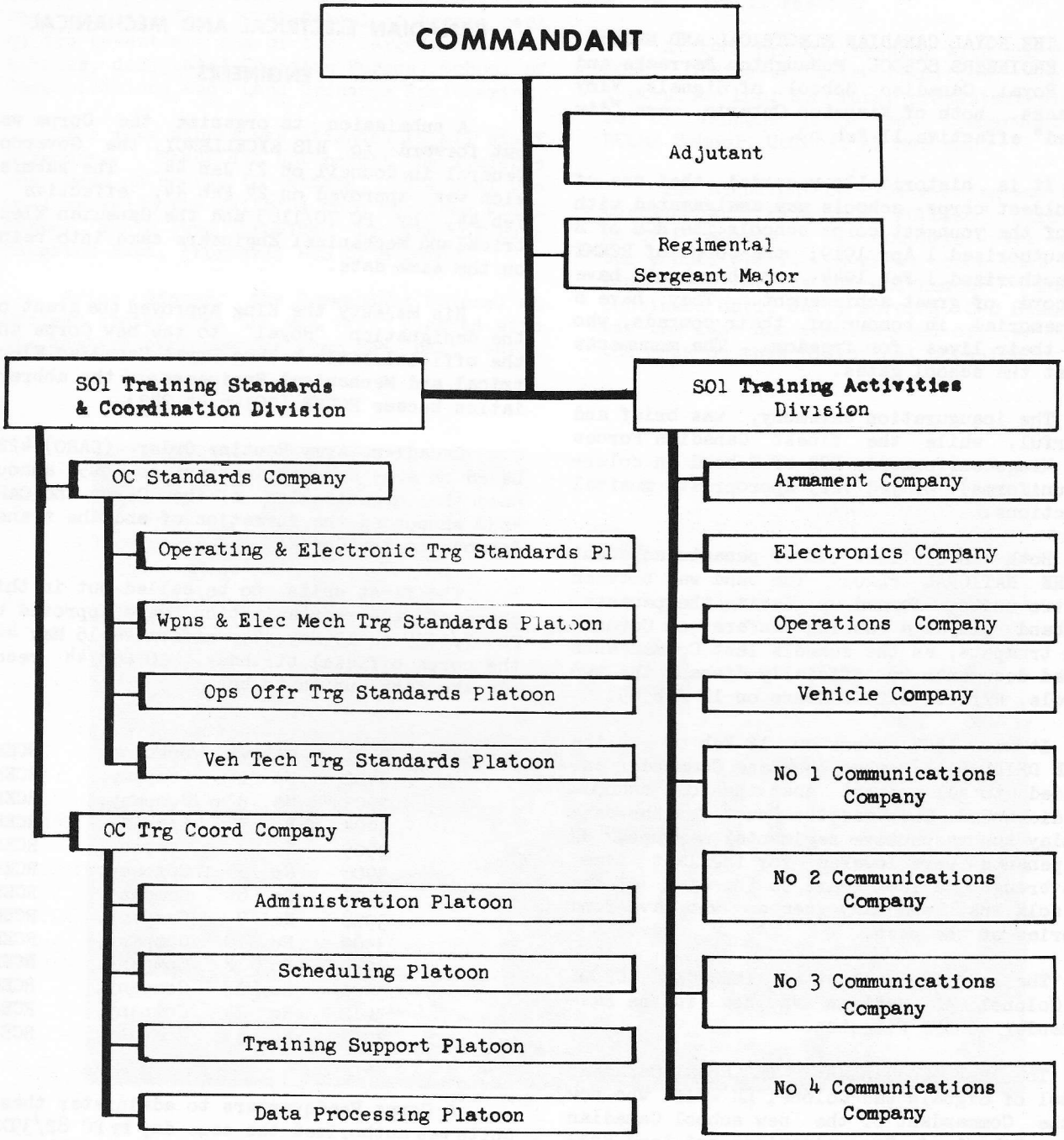
d. Training Coordination and Standards Division Commanded by Lieutenant Colonel E B Creber with a Coordination Company responsible for planning, loading and provision of all training support including facilities and instructors, commanded by Major P Bateson and a Standard Company responsible for Course Training Standards, Examination and Testing, commanded by Major G R Gauthier.

The report reorganizing the Company Squadron set up has not yet been completed but when it is some amalgamation and shear timing will be effective in that area too.

CANADIAN FORCES SCHOOL OF COMMUNICATIONS

AND LAND ORDNANCE ENGINEERING

ORGANIZATION CHART



Change with The Times

THE ROYAL CANADIAN ELECTRICAL AND MECHANICAL ENGINEERS SCHOOL, McNaughton Barracks and THE Royal Canadian School of Signals, Vimy Barracks, both of Kingston Ontario, were "dis banded" effective 11 Feb 69.

It is historically recorded that one of the oldest corps schools was amalgamated with one of the youngest corps schools.The RCS of S was authorized 1 Apr 1919; the Corps of RCEME was authorized 1 Feb 1944. Both schools have a record of great achievement. They have a war memorial in honour of their comrads, who gave their lives for freedom. The monuments are at the school gates.

The inauguration ceremony, was brief and colorful, while the finest Canadian Forces Band Kingston(formerly RCS of S band in colorful uniforms) played very appropriate musical selections.

Both schools flew their penants adjacent to THE NATIONAL FLAG. The band was between the two units, formed up facing the penants. The band played a rousing fanfare on Coronation trumpets, as the schools last Commandants signed documents to officially disband the two schools, effective 2400 hours on 11 Feb 69.

It was 1507 hours on 12 Feb 69 in the RCEME DRILL HALL, when the Base Commander announced to all present that the old schools are disbanded. This was the "cue" for the band to play the respective regimental marches, as the penants were lowered for the last time. This brought a few tears to the eyes of the old soldiers, and many guests, who have fond memories of the past.

The last Commandant of THE RCEME SCHOOL was Colonel AL Maclean who now is the Base Commander at CFB Kingston.

The last Commandant of THE Royal Canadian School of Signals was Colonel LH Wylie who now is the Commandant of the new school Canadian Forces School of Communications and Land Engineering.

The Corps Schools are no longer, but the Corps of Signals and Corps of RCEME do exist UNITED WE STAND.

FLASHBACK

CANADIAN ELECTRICAL AND MECHANICAL ENGINEERS

A submission to organize the Corps was put forward to HIS EXCELLENCY, the Governor General in Council on 21 Jan 44. The submission was approved on 24 Feb 44, effective 1 Feb 44, by PC 70/1185 and the Canadian Electrical and Mechanical Engineers came into being on the same date.

His Majesty the King approved the grant of the designation "Royal" to the new Corps and the official title became Royal Canadian Electrical and Mechanical Engineers and the abbreviation became RCEME (G0196/44 383).

Canadian Army Routine Order (CARO) 4229 based on Army Council Instruction 1605 announced the organization of the Corps and CARO 4230 announced the formation of and the transference to the Corps.

The first units to be called out in this phase of the reorganization were approved by PC 67/3735 on 19 May 44, effective 15 May 44, the corps official birthday. GO 263/44 records the first units to be:

Serial	3901	Ottawa	Workshop,	RCEME
	3902	No 1	Company,	RCEME
	3903	No 2	Company,	RCEME
	3904	No 3	Company,	RCEME
	3905	No 4	Company,	RCEME
	3906	No 5	Company,	RCEME
	3907	No 6	Company,	RCEME
	3908	No 7	Company,	RCEME
	3909	No 10	Company,	RCEME
	3910	No 12	Company,	RCEME
	3911	No 13	Company,	RCEME
	3912	No 14	Company,	RCEME
	3913	No 15	Company,	RCEME

A Corps Headquarters to administer these units was authorized the same day by PC 82/3900. Corps Headquarters, Royal Canadian Electrical and Mechanical Engineers called out on Active Service 15 May 44 by G.O. 175/46. The Corps Headquarters was disbanded 3 Apr 46 by GO 176/46.

EXEMPTIOMEM 1969

BY
CWO J SILZER

An "EXCEPTIONEM" made by the Corps of RCEME Officers' Mess, was an all Ranks Mess Dinner in the Officers' Mess. The occasion was, closing The RCEME School to become part of the newest and one of the largest training schools, designated Canadian Forces, School of Communications and Land Ordnance Engineering.

The mess dinner was attended by all staff personnel. Space did not permit the students who were on course to attend. The meal was well served by the faithful food services staff. Dinner music was provided by the CF Base Kingston Band, (Formerly RCS of S Band).

After dinner, the Commandant Colonel AL Maclean stated that he was very pleased with the members performances over the past years. THE RCEME SCHOOL would no longer exist and his official appointment as Commandant would cease at 2400 hrs 11 Feb 69.

At 2400 hrs on keeping with the Corps of RCEME Officers' Mess tradition, the chief instructor LCol EB Creber presenteda miniature set of cannons to the last Commandant of The RCEME School, Colonel AL Maclean.

The highlight of the evening was the entertainment "FASE OUT FOLLIES" directed by Major P Bateson. His complete cast was from the school staff. A great show that will be remembered for its wit and humour. The party continued until early morning. CWO Szumalanski was the last non commissioned officer to leave the mess on this historical occasion.

Col AL Maclean LCOL EB Creber Cpl RW Cameron

FASE OUT FOLIES

All Ranks Mess Dinner
to commemorate the disbanding
of
The Royal Canadian Electrical
and Mechanical Engineers School
Kingston, Ontario
February 11, 1969

MESSAGE FROM COLONEL A.L. Maclean, CD, Head of

CORPS OF

ROYAL CANADIAN ELECTRICAL AND MECHANICAL ENGINEERS

This mess dinner marks one more change in the history of The RCEME School. From its inception in 1946 as an outgrowth of the Canadian Ordnance and Electrical Mechanical Engineering Training Centre and the Canadian Radar Training Centre to the present day, many changes have occurred in equipment, trades, courses, and methods of teaching. One element has and will remain unchanged - the professionalism of our staff.

Upon entering this new phase, we will continue to rely upon the professional competence of everyone here to continue the essential task of training officers, NCOs and skilled technicians. We know that the spirit of The RCEME School which has contributed to our effectiveness to date, will prevail through this and other changes.

ALL RANKS DINING IN NIGHT

R.C.E.M.E. Officers' Mess

February 11, 1969

Programme of Music by the

CANADIAN FORCES BAND KINGSTON

Cocktail Music by the Sgt Ross Quartette
Mess Calls performed by the Canadian Forces Fanfares
Dinner Music provided by the Salon Group

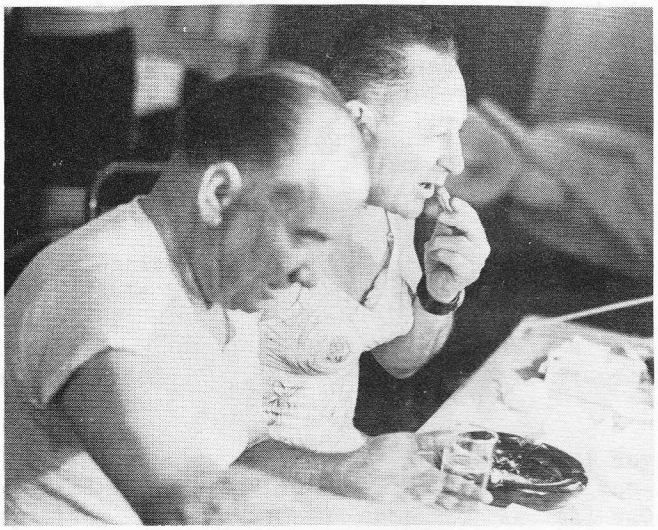
DIRECTOR OF MUSIC - Capt K.R. Moore, CD

CONDUCTED BY - MWO Severin, CD, LCBA

1. Colonel Bogey
2. Under Paris Skies
3. My Funny Valentine
4. Flamingo
5. If I Were a Rich Man
6. Jazzette
7. Miami Beach Rhumba
8. Begin the Beguine
9. The Twelfth of Never
10. Charade Waltz
11. Hello Dolly
12. Sing Along Medley

FAZE OU
FO

FAZE OUT
FO



FAZE OUT
FOLLIES

FAZE OU
RCEMES
RUMMIES

FAZE OU
FOLLIE

THE ROYAL CANADIAN ELECTRICAL AND MECHANICAL ENGINEERS SCHOOL

DISBANDED 11 FEB

Commanding Officers
&
Commandants
The Royal Canadian
Electrical & Mechanical Engineers School

LCol	K.H. McKibbin	1946 - 47	LCol	W.S. Hunt	1947 - 49
LCol	J.R. Dunlop, OBE, ED	1949 - 52	Col	C.W. Jones, CD	1952 - 58
Col	R.H. Ramsay, CD	1958 - 60	Col	A. Mendelsohn, CD	1960 - 62
Col	K.R. Ward, CD	1962 - 65	Col	A.L. Maclean, CD	1965 - 69

Chief Instructors
The Royal Canadian
Electrical & Mechanical Engineers School

Maj	G.T. Kirk, MBE	1947 - 49	Maj	G.W. Thompson,	1949 - 51
Maj	G.W. Bruce	1952 - 54	Maj	D.D. Campbell	1954 - 57
Maj	A.M. Reid, CD	1957 - 59	Maj	E.W. Laver, CD	1959 -
Maj	W.H. Glover, CD	1960 - 64	Maj	E.G. Jones, CD	1964 - 65
LCol	E.G. Jones, CD	1965 - 67	LCol	E.B. Creber, CD	1967 - 69

THE LAST
COMMANDANT
COL AL MACLEAN CD

THE LAST
CHIEF INSTRUCTOR
LCOL EB CREBER CD

SECOND ANNUAL RCEME BONSPIEL (NWE)

The second annual CLFE RCEME Bonspiel concluded late Sunday 16 February with the presentation of prizes to the winners by Major PP Pospisil. The Bonspiel commenced on late afternoon, Friday, 14 February, in order to accomodate the excellent turn out of 48 rinks.

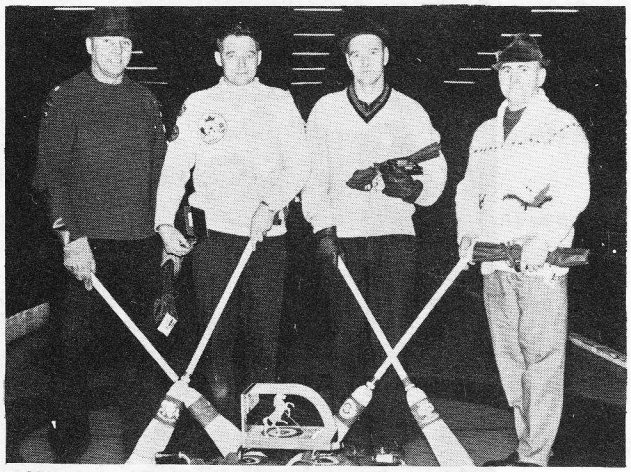
The weather was probably the worst of any weekend in recent years. However, the bonspieling spirit was not dampened as all but two games went off without a hitch.

Most of the favorites played true to their championship form and ended in the winners circle. The highlights of the spiel included the seven ender that wasn't and the "B" Event final in which a first year curler, Pte Leconte of Aircraft Platoon, almost upset a veteran LCol Skip. Capt Armstrong couldn't find enough pins for his pants and old blue Clinton was crying the blues because he lost to WO Tetlock.

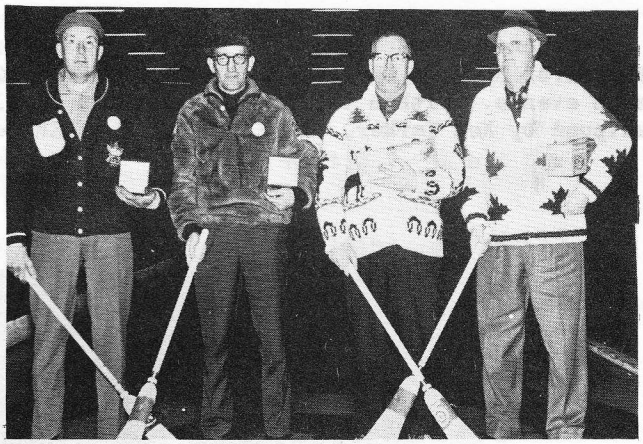
Contributing to the prizes in the "A" and "B" Event respectively were Hanlen's Men's Clothing and Volkswagen Egon Ludewig, both of Soest.

Special thanks go to the organizing committee who worked many hours to make the Bonspiel the success it was.

A EVENT



Winners:Tetlock, Anderson, Schell, Dewson,
Second: Clinton, Lee, Caldwell, Dobson,
Third: Aubuchon, Toms, Easton, Wilson,
Fourth: Leblanc, Howe, Layden, Balsom.



B EVENT

Winners: Chapman, Moody, Turner, Hare,
Second: Leconte, Fraser, Laird, Hanna,
Third: Brideau, Brown, Cole, Aikens,
Fourth: Longstreet, O'Brien, Ventress, Grimwood.

C EVENT

Winners:Kuffner, Mailly, Cottrell, Perry,
Second:Dube, Taylor, MacArthur, McKenna ,
Third: Laramie, Futerko, Powell,Guy ,
Fourth: Dunham, Tripple, Fernett, Remy.

SIXTH ANNUAL RCEME BONSPIEL (ONT).

Colonel AL Maclean, CFB Kingston Base Commander and Head of the Corps of RCEME, delivered the first ROCK. The 14 Coy RCEME; RCEME(S), 2 Fd Wksp and 8 Coy RCEME, trophies were the three main events. Within the first 45 minutes of play, excitement was generated whena Garrison Rink, shipped by Ken Yarker, laid an EIGHT ENDER against the Ottawa rink shipped by George Erving.

EIGHT ENDER

Left to Right: Russ Slaughter; Jack Couch; Jim Hughes; Ken Yarker
Vice 2nd Lead Skip

BONSPIEL RESULTS

EVENT PLACED	RINK	SKIP	VICE	SECOND	LEAD
14 COY CENTRAL COMMAND TROPHY					
Winner	LETE Ottawa	Bob Brimmage	Sim Simonin	George Barry	Eric Bowdridg
FIRST Second	Maint Coy (Petawawa)	Bob Chandler	Jim Sisson	Vic Cashman	Russ Arsenault
Third	27 CF Supply Maint Depot	Rocky Rochefort	Fred Johnson	Jack Woodrow	Art Lucas
Fourth	1 Staff Oakville	Gord Knowles	Bob Bowes	George Currie	Cliff Main
RCEME SCHOOL TROPHY					
SECOND Winner	CFHQ Ottawa	Butch Milne	Don Stevens	Doug Oxford	Dave Geary
SECOND Second	Base Maint Kingston	Don Woods	Wally Kilfoyle	Colin Cherry	Len Tosczak
MAINTENANCE COY CFB PETAWAWA TROPHY					
THIRD Winner	Maint Coy CFB Petawawa	Alex Jackson	Hank Noel	Vern Martin	Lloyd Lowry
THIRD Second	EME Course CFSCLOE	Brian Hall	Ken Pirt	Reid Goulding	Al Adams

CWO DN Campbell chairman and coordinator made all arrangements for this successful bonspiel. Colonel AL Maclean presented the trophies.

SHALL WE GATHER AT THE SEVENTH BONSPIEL?

Another EIGHT ender at CFS Senneterre Nottaway, Que, played during the 1969 inter-mess bonspiel.

L to R: Cpl GE Thibault (lead)
Cpl D Carriere (2nd)
Cpl C Kelly (Vice)
Cpl K James (Skip)

The Cpls were victorious over the officers rink.

This Sport is for all ages

THE END OF AN ERA

BY
Major CA PENNY

With the formation of 4 Service Battalion in NWE, 4 Field Workshop, RCEME, will cease to exist. It will become the Maintenance Company of 4 Service Battalion. The Wksp's CO will become Officer Commanding the Maintenance Company. Part of this change will be the loss of the CO's driver to the Base Transport Section. With this loss we come to the end of an era; the era of Herr Josef Hermsen, CO's driver for 4 Fd Wksp, RCEME, for 13 Accident free years.

Herr Hermsen, Born and raised in Werl, Westfalia, Germany, is a baker by trade. During WW II he served as a radio operator. On being repatriated, he worked at various jobs from baker to managing a Belguim Officers' Club in Werl. On 1 Jan 56 he commenced work for the Canadians as a driver for the Wksp Commanding Officer, who were Col AHR Lewis, Maj RE Hallam (Retd), Maj RC Land (Retd), Maj IM McLaughlin, (Retd), Maj DD Campbell (Retd), Maj HHE Erb (Retd), Maj GP Miggins (Retd), Maj JA Wilson (Retd), LCol JM Treleaven, Maj JJE Cuddihey, Maj HW Chapman, Maj P Bateson, Maj JGR Doucet and Maj PP Pospisil.

Herr Hermsen has during the last thirteen years, driven an average of 30,000 miles per year and has acted as driver, guide and unofficial translator for various COs. This is a fine example of dedication and loyalty to the Canadian Land Forces.

Herr Josef Hermsen receiving the Certificate of Merit in recognition of 12 years loyal and devoted service to the Canadian Land Forces from Major PP Pospisil CD, CO 4 FD WKSP.

SEMI SWEETNESS

I've had enough, she said, and sighed,
And sipped her sticky gin,
Enough and more, as gypsy bride,
Wedded to a wandering man,
That's married to the Army life,
(She speared the cherry with a pin)

And after all these hectic years,
Of camping out in makeshift homes,
Now that his end of service nears,
I know the sort of place I want,
Where workday things I touch and see,
Will all be mine and mine alone.

For I have watched where we have been,
And hugged within my secret self,
The good ideas that I have seen,
They have sustained me from within,
The kind of cupboards I shall have,
I know the shape of every shelf.

From papered wall to papered wall,
Surges the carpets silent tide,
The light white furniture, and all,
The coverings with colours bright,
Will gather up the lovely light,
That spills from windows wide.

In every room an even warm,
To keep at bay the winter drear,
And doubled glass from frosty harm
Shall shield the tender-hearted plants,
But even so, there'll be a hearth,
A focus for the family cheer.

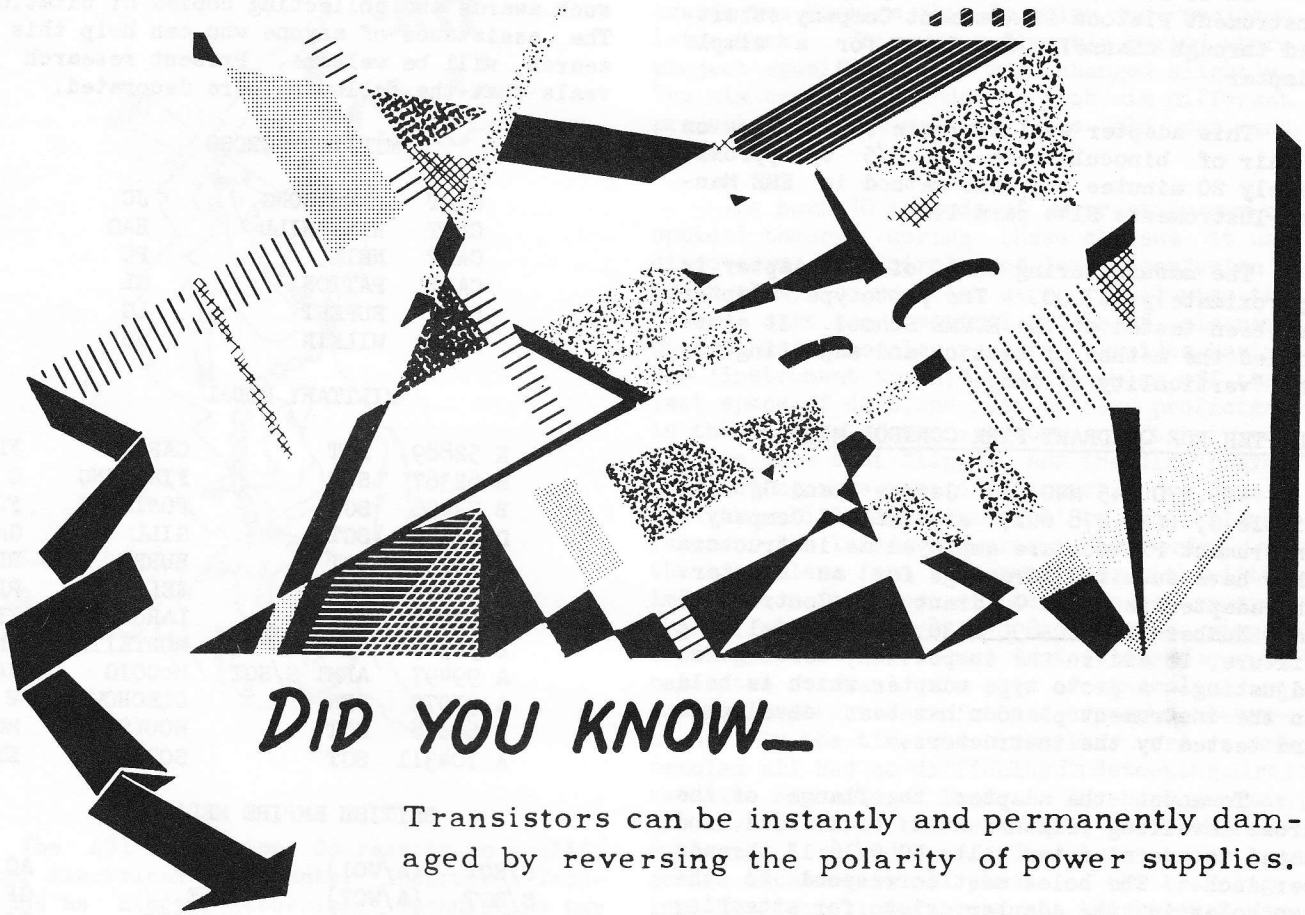
All set within a garden green,
No snapping roots and moving out,
Just as the spring bulbs can be seen,
Or leaving all a well grown crop,
For someone else who will not care,
Whose children pull my roses out.

Her eyes don't see the smoky mess,
She gazes past her drinking man,
How strong her dream, he cannot guess,
He hears the dance band music beat,
'With care,' he says, 'I think we can,
Afford to buy a caravan.'

DLCS

Reprinted from THE CRAFTSMAN
February 1969.

TRANSISTORS



DID YOU KNOW—

Transistors can be instantly and permanently damaged by reversing the polarity of power supplies.

How to identify P-N-P/N-P-N transistors -

(a) On Schematic - Inward Arrow points in the direction of conventional current flow - Positive to Negative, ↘ ← P-N-P

Outward Arrow points in the direction of conventional current flow - Positive to Negative, in this case, ↖ ← N-P-N

(b) Connect the transistor emitter terminal to the positive post of any standard, 20,000 ohms per volt, VOM (ME77) and the transistor base terminal to the common (Neg) post. The VOM must be on the lowest ohms range. If a current flow is indicated the device is an N-P-N transistor; if no current flows the transistor is a P-N-P type.

SUGGESTION

BINOCULARS

On 21 Feb 69 MWO (A) Jermey F, of CFSCLOE Instrument Platoon in Armament Company submitted through channels, drawings for a simple adapter.

This adapter will decrease repair time on a pair of binoculars No 2 MK 2/5 by approximately 20 minutes over the method in EME Manual Instruments S144 para 19.

The manufacturing cost of the adapter is approximately $7.00. The prototype adapter has been tested at the RCEME School. It simplified the method of testing and adjusting for the "verticality of image".

ADAPTER FOR QUADRANT FIRE CONTROL M15

429 370 745 MWO (A) Jermey F and Sgt (A) Little G, (222 078 602) at Armament Company's Instrument Platoon are employed as instructors. They have submitted drawings for an adapter. The adapter is for a Quadrant Fire Control M15 NATO Number 1290-00-896-2236 Cross Levelling Fixture, to aid in the inspection, testing and adjusting. A proto type adapter which is held in the instrument platoon has been developed and tested by the instructors.

To mount the adapter the flange of the cross levelling fixture must be drilled and taped to receive two bolts NC 9/16 13 threads per inch. The holes must correspond to the two holes in the adapter slot for attaching the adapter to the flange. The plug is placed in the hold of the flange and adapter with a small end outward to centre the quadrant on the keyway.

When the cross levelling fixture is level, the keyway of the adapter will be horizontal and a mounted vial on the upper flat of the adapter will be in the centre of its run. Then the adapter is ready for the quadrant to be mounted. The quadrant is attached by four bolts to the adapter.

The estimated cost to manufacture this adapter is sixty-five dollars ($65.00). An adapter available from USA which will perform the same function costs three hundred and thirty six dollars ($336.00).

Note: At the time of printing no confirmation had been received from the Suggestion Awards Committee.

HONOUR...

There are numerous RCEME personnel who have been decorated during World War II. The Corps of RCEME Museum is in the process of tabulating such awards and collecting copies of citations. The assistance of anyone who can help this research, will be welcome. Present research reveals that the following were decorated.

MILITARY CROSS

CAPT	ARMSTRONG	JC
CAPT	KINGSMILL	HAG
CAPT	NEIL	PC
CAPT	PATTON	GL
CAPT	RUPERT	LG
CAPT	WILKIN	JG

MILITARY MEDAL

K 52889	SGT	CARSON	FL
M 62367	SGT	FIELDING	C
B 73456	SGT	FONTAINE	FJ
D 128754	SGT	GILL	GA
C 10237	SGT	HURRY	RL
K 70513	SGT	KELLY	RL
A 102884	SGT	LAROCHELLE	KF
B 94589	S/SGT	MONTEITH	TM
A 99497	ARMT S/SGT	McCOIG	JA
A 37070	CFN	OLECHOWSKI	W
H 64678	SGT	ROULSTON	MC
A 104311	SGT	SODEMAN	EF

BRITISH EMPIRE MEDAL

S/SGT	(A/WO1)	ALLAN	AC
S/SGT	(A/WO2)	BONE	GF
S/SGT	(A/WO2)	BURNETT	PJ
S/SGT	(A/WO2)	CLAPPISON	H
S/SGT		CLEMMONS	DS
SGT		DANIELS	CW
CFN		DAWSON	EW
S/SGT		FORGIE	GWM
S/SGT		FOSTER	H
SGT		GLENN	G
CFN	(A/SGT)	HARCOURT	RR
L/CPL		HOLOTUK	CL
S/SGT	(A/WO1)	HUMPHRIES	AG
SGT		KOENEN	VL
SGT	(A/S/SGT)	LAWES	W
S/SGT	(A/WO2)	LOVELACE	HL
COL		McINTOSH	N
S/SGT		MACDONALD	CA
WO2		MILLEN	HJ
S/SGT		MOSES	AR
SGT	(A/S/SGT)	RANGER	HJ
CFN		REID	MER
S/SGT		RULE	E
S/SGT		STONE	MC
S/SGT		TAYLOR	CF

ELECTRO-MECHANICAL TECHNICIANS 431

BY MWO JERMEY F

The 431 Conversion Courses is to qualify Master Electrical and Master Instrument Technicians as Electro-Mechanical Technicians pay level 7.

Two decades ago the Instrument Trade consisted of three branches, Fire Control Instruments; Anti-aircraft; Coastal Defence and Field instruments. The conversion to the Electro part shouldn't present too difficult a problem to the older Technicians who held dual qualifications in the Electrical and Optical fields.

Fourteen candidates attended the initial proto course. The course consisted of 12 weeks of instruction. For the eight Master Instrument Technicians the course entailed instruction in electrical and electronic theory and familiarization on such equipments as Navaid, AFV, Gun Control equipment and generator sets. The Syncro-Servo Systems in the Navaid is old hat to the Ancient Instrument Artificer but others were in cloud nine. While this group struggled with keeping track of 'what's a watt', the other six candidates taking the Instrument portion of the course, struggled with the skill of keeping their eye loops from falling out.

The first two weeks of the Instrument course was Machine Shop Practice and Precision Lathe Work. This was a flexible period where project specifications were changed slightly. The six candidates ended up with six different projects, and all mastered the old cut and check trick.

The next 30 periods of instruction were on optical theory, during these classes it was discovered the "circle of least confusion" isn't always between the ears. Following the theory came the practical skills of cleaning optics and binocular repair. Besides having the 'instrument touch' the flicking off that last speck of dirt,one must be very proficient in the wearing of the eye loop. Often it was the eye loop that flipped and the dirt stayed put. During this time of instruction we developed the skilled 'trained eye' to read all surfaces of the lenses and prisms, by peering into the binoculars from the wrong end. With a little imagination it is not difficult to see smudge, grease, mites, aberrations and Newtons rings. To the novice this sounds fantastic and when we began the overhaul of a pair of binoculars no one could detect any of these apparent aberrations. By the time the binoculars were re-assembled all had no difficulty in detecting dirty reticles and smudged lenses. In short we may not have mastered the technique, but we did acquire the 'trained eye'. The class took an active interest in all phases of the training including some instruments not taught-such as the calibration of the electric clocks.

One candidate took an immediate interest in the electric wall clock and would advance it five minutes at every opportunity. After the SAI got wise we began to find the clock unplugged or turned back 10 minutes. When the compass calibrator began to give false readings and a steel screw was found scotch-taped under the test stand, everyone was a suspect. Subsequent tests or adjustments which didn't work out were viewed with suspicion and instructors began to take baking soda on a more regular basis.

At the beginning of the course it was normal for the candidates to keep a count down of weeks remaining by the number of sheet exchanges left. Towards the end, the instructors were counting them for us. The course was worthwhile and will be remembered by all concerned.

THE RCEME SCHOOL BUGLE BAND

By: MWO Monkman W.W. (Director of Music)

In the Summer of 1948 Sgt Bill Henden (now retired) of GMT (General Military Training) Coy was approached by the RCEME School RSM WO 1 Collins about starting a bugle band. The mould cast and the band began with 5 buglers and 3 drummers.

As the months rolled by the band began to grow and by the end of the first year had a strength of about 21 playing members.

I must mention here that all of the bandsmen were tradesmen who during the daytime instructed or worked in a supervisory capacity somewhere in the RCEME School and three nights a week turned out for band practice.

By the summer of 1950 the band had progressed so well that during the Corps Birthday celebrations on the main parade square, the members were presented with White Gauntlets. Forage Caps and Dress Drum Cords.

On behalf of the band Sgt Henden received a Sterling Silver Bugle by the Honorary Colonel Commandant of the Corps, General A. G. L. McNaughton CH, CB, CMG, DSO.

Sgt Don Campbell the bass drummer (now the School RSM) accepted a full length leopard skin (bass drummer's apron) and Sgt Jack Cooper the drum major (now Major Cooper at CFHQ) the band mace. With all of these new trimmings the band looked spectacular and to show its appreciation put on an impressive performance that fully merited the new equipment which was presented on the parade.

The band now 30 strong, on Friday 5 Oct 1951 along with many other bands from across the border and neighbouring cities competed in a band tattoo which was sponsored by The Prince of Wales Own Regiment in Kingston. The Richardson Memorial Stadium was the location of the competition which took place after a street parade and march past.

Bands were judged from the time they debussed until the grand finale. The RCEME School Band put on an outstanding performance from the beginning. The drill and deportment was excellent and the preliminary movements into position drew a round of applause from the bands that were watching.

After all bands had competed and were waiting for the final decision it was announced that the winning band with a possible 100 out of 100 was The RCEME School.

It was only a few years later that the band competed at the Waterloo Festival against some of the best bands in Ontario and USA. The band did remarkably well but not good enough to win first place. It won the plaque for the best appearing band on the street parade and placed in the festival portion of the competition.

The band has taken part in many other outside engagements such as the Sunset Ceremony at Fort Henry, Armistice parades and services, and many Santa Clause parades in Kingston and outlaying cities and towns.

It has been invited to play for the Good Will Day parades that are sponsored annually by the Canadian and American Legion. The last American appearance was in Cicero, NY. when the band was invited to play at the annual Legion reunion.

The soldier apprentice plan had a good effect on the band bacause these young soldiers with the band experience that they had acquired from civilian benevolent organization bands were able to step right into our band and with little or no instruction produce as well as some of our regular members.

With these added individuals the band strength rose well into the fourties, 38 of which were solid parade quality.

As the years wore on and the apprentice plan was gradually coming to a close the band strength depleted until only the hard core was left, made up of staff and long term course personnel.

On the Centennial Parade 1 July 1967 the band had a parade strength of 29 and as it performed down the main street of Kingston the cheers and ovations that were received proved to the bandsmen that the RCEME School still had the number one military bugle band in the area.

The band today is small and has the Esprit de Corps and the backbone that it has always had. Where ever it is required and whatever it is required to do it will be done for the pride of the Corps.

FLASHBACK

The following is a quote from THE MARINE LYNX NEWS of Tuesday 6 April 1954, VOL XVIII

"The staff wishes to thank Vic Houlton (WO2) 40 Infantry Workshop RCEME, FOR sending this poem. We think it is terrific and feel that all people on board the Marine Lynx will agree with us."

"AT PAR WITH THE "LYNX""

This man's Army, truly a mixture,
Tempers and trials, a "uniform" fixture.
The solid UN, with a gathering of guys,
Aussis, Canucks, Binders, Kiwi's, GI's.
It would seem that, no matter,
When one stops to think.
There's always some "YoYo" --
Whose raising a stink!
Take, for instance, ol'Frenchie --
Down Indo China way.
With his back to the wall,
Is there help, on the way?

So, what about us guys?
Here in Mid-Pacific.
We've just done a year's share,
This side of terrific!
No doubt, too, agreed that Korea's a "Jinx",
But how come? Basic training --
Right here, on the "Lynx"!
It may be a mix-up, call it a "Flap"
You do or you don't, wear a uniform cap!
A Canadian RSM, now it is said --
Has just been relieved,
From "Running" the "Head"!

WO's, NCO's, Corporals and men,
With "Alcatraz" trimming --
All in the same pen!
It's Charlie and Harry and Don't forget Tom.
Man, what a chorus --
It's worse than -- Dear John!

Re-dress of grievance,
WO's do insist.
Is there only hope and they may well persist.
A S/Sgt replacement on a Ladder well --
NEVER! They'll fight to the depths of Hell!

In anything like this, usually a "Wow",
Tis realized truly,
Digesting our chow.
Your corny, if thinking "Brass" runs this here Army,
It's south of the border, boy, "CHILE CONCARNE"!!

You overcome this though, with Vitamin "B" -
By this, we mean, "B" Deck.
So spacious and free!
No shoving, no elbows and never congestion,
Physically impossible, to cope with Digestion?

Well, no matter, the "Faux Pas"
How bad it may seem --
It's culminates, Buddy, a year full of dream
You've probably suffered, with more to atone,
But right now, no fooling,
You're on your way HOME!

So to those who may think,
The writer a "crank" --
This is simply, ship past time,
Call it a "prank" --
It does in a way,
Firm an "Un-Patrolled Border",
The "Canuck and Yank",
A gol' darned good Soldier!!!

EDITORS NOTE: Has any one a complete set of THE MARINE LYNX NEWS. The RCEME MUSEUM would like to obtain one set.

BRING BACK THE MATCHES:

Walking home in the evening dusk, Sandy MacTavish was accosted by a stranger, who asked; "Have you a match, friend?"

A bit reluctantly Sandy drew a penny box of matches from his pocket and offered them to the stranger. The other man took the box and examined it with evident interest.

"Ah, my friend, you're in luck. I observe that you use our matches, and my firm has authorized me to hand over a dollar to every man I meet who produces one of these boxes. Here's your dollar.

With an expression of wonderment and amazement Sandy gazed first at the dollar in his hand and then at the stranger, who now had turned away and was walking down the street. Slowly a look of disappointment and annoyance suffused Sandy's countenance.

Racing down the street, the Scot overtook the stranger. Catching the man by the arm, Sandy swung him around.

"Here,' shouted the excited Scot,"I thoct there wad be a catch in it. Ye hae carried awa' ma matches."

MANAGEMENT BY EXCEPTION

One of the basic tenets in Navy Management is that of "management by exception." To many people, this is a text-book phrase, inapplicable to their every day situation. Nothing could be farther from the truth.

Taken too literally, it appears very simple - sit back and do nothing until a problem is brought to your attention. This is an easy way out - out of a job! Subordinates hesitate to report their problems and failures to the boss,and often go to great lengths to hide them. Under laissex faire management, the manager quickly losses touch with the organization and its problems. As a result, others more informed inherit the leadership role, by default.

But management by exception does not mean sit back and wait. The manager cannot abdicate responsibility for his organization and expect to remain in charge. He must be continually aware of what is going on, alert to the changing situation and in control of it. A manager is judged by how smoothly his organization operates and achieves its objectives, not by the degree to which he embroils himself in its operation, handling one crisis after another.

It is the manager's responsibility to know the organization's goal and its status in attaining it. He ensures that everyone else knows what is expected of them and the best way of doing it. When there are problems, he finds out what is causing them and takes action to preclude their recurrence.

He keeps informed of the overall program, but detached from the turmoil of every day operations he can concentrate on these problems which transcent the capabilities of his subordinates. This is Management by exception.

-Navy Management Review

ONLY THE BEGINNING

Two sailors, at sea for the first time, were looking out over the mighty ocean. Said one, "that's the most water I ever saw in my life." The other replied, "You ain't seen nothin' yet. That's just the top of it."

- Camp Lee Traveller

HISTORICAL EVENTS

11 FEB

The Canadian NATIONAL FLAG was raised for the last time at THE RCEME SCHOOL, headquarters building C31 by a student 431 567 593 A/Sgt ROBINSON WB, from 3 Service Battalion, CFB Gagetown. Sgt ROBINSONS' home address is Doaktown NB and he resides at 4 Rutledge Court Oromocto, NB.

The Canadian NATIONAL FLAG was lowered by a student 431 331 149 A/Sgt MATACHESKIE, KS, whose home address is Ottawa, Ontario and he resides at 3912 Dundonald Drive Petawawa, Ont.

The last orderly Corporal on this historic day was 431 563 295 Cpl HUBER MS a single man from RR No 3 Mildmay Ontario.

During the period of phasing out of THE RCEME(S) into the new CFSCLOE, and while the RSM Campbell was occupied with re-organizating the Base regimental duties, Chief Warrant Officer J SILZER was the Acting RSM. Mr. SILZER comes from Lakenheath Saskatchewan and resides in Kingston, Ontario.

EXERPT

Extract from House of Commons Debates Volume 113 Number 71 January 15, 1969.

Mr. D.W. Groos (Parliamentary Secretary to Minister of National Defence): 1. As of March 31, 1968 - $2,723,263,313.

2. As of March 31, 1951, $66,546,493; 1952, $111,046,070; 1953, $160,235,344; 1954, $217,157,455; 1955, $277,638,893; 1956, $346,373,948; 1957, $426,305,539; 1958, $513,868,559; 1959, $942,314,839; 1960, $1,053,010,906; 1961, $1,155,332,-721; 1962, $1,279,329,154; 1963, $1,605,-796,692; 1964, $1,821,524,902; 1965, $2,-184,209,822; 1967, $2,577,016,944; 1968, $2,723,268,313.

3. Contributions for the fiscal year ending March 31, 1968 amounted to: Servicemen, $33,-047,819; Government, $58,405,031.

Therefore, the monthly average would be: Servicemen, $2,753,985; Government, $4,867,086.

4. The question of increasing the pensions paid to former members of the Canadian Forces continues to receive active consideration.

Copy of the First Offrs Confidential Report

Lower Seneca Town
August 15th 1813

Sir,

I forward a list of the officers of the 27th Regiment of Infantry arranged agreably to rank. Annexed thereto you will find all the observations I deem it necessary to make

Respectfully
I am, Sir.
yo. obedient
L.W. Cass

27th Regiment of Infantry

Alex Denniston Lt Col Comm — A good natured man

Clarkson Crolius First Major — A good man, but no officer

Jepe D Wadsworth 2nd — An excellent officer

Capt Christian Hartel, " Aaron T Crane, " Benj Wood, Maxwell, Shotwell — All good officers

A man of whom all unite in speaking ill. A knave despised by all

Capt Thomas Earle — Indifferent - but promises well

" Allen Reynolds — An officer of capacity but imprudent and a man of most violent passions

Capt Dan Warren, " Porter — Strangers but little known in the regiment.

First Lt. Jas Kerr, " " Thos Darling — Merely good - nothing promising

First Lt. Wm Perrin, " " Danl Scott, " " Jas J Ryan, " " Robt McElworth — Low vulgar men with the exception of Perrin, Irish and from the meanest walks of life possessing nothing of the character of officers or gentlemen

First Lt Robert P Ross — Willing enough with small capacity

" " Hall — Not joined regiment.

Second Lt Nicholas G Cariner — A good officer but drinks hard and disgraces himself and the services

" " Steward Elder — An ignorant unoffending officer.

" " McConkey — Raised from the ranks, ignorant, vulgar and incompetent

" " Percy, " " Jacob I. Brown, " Thomas G. Spicer, Oliver Vance — Some from the ranks but all behave well and promise to make excellent officers.

Second Lt. James Garrey — A stranger in the regiment

Third Lt Royal Geer, " " Mears, " " Clifford, " " Crawford, " " McKeen — All Irish, promoted from the ranks. low vulgar men, without any one qualification to recommend them, more fit to carry the hod than the epaulette.

" " John G. Scholtz, " " Francis T Wheeler — Promoted from the ranks, behaves well, will make good officers.

Ensign Behan — The very dregs of the earth, unfit for anything under heaven. God only knows how the poor thing got an appointment.

Ensign John Brown Bryan — Promoted from the ranks, men of no manners and no promise.

Ensign Charles West — From the ranks, a good young man who does well.

THE LAST

REGIMENTAL SERGEANT MAJOR

of

THE ROYAL CANADIAN ELECTRICAL MECHANICAL ENGINEERS SCHOOL

Chief Warrant Officer D N Campbell enlisted in 1942 with A21 Royal Canadian Ordnance and Electrical Mechanical Engineers Training Centre, Barriefield, was appointed RSM of THE RCEME SCHOOL on 1st JAN 66.

He wishes to express his appreciation for the co-operation of all concerned.

CWO D N Campbell is now the RSM of the CF Base Kingston.

THE GENTLE ART OF RETIRING

By "New Executive" in
The British Army Review

Sooner or later all of us have to make the big decision-whether to soldier on or to retire from the Army. With the possibility of some further redundancy this is a decision which many officers will be facing in the near future. As I have recently taken the decision and am starting my civilian occupation fairly soon I believe that my experience will be of interest.

I started toying with the idea when I was posted to the Ministry of Defence for my third London tour -a pleasant "quiet number" in Wiltshire having been changed at short notice for one in the very hub of Whitehall. I applied for two or three jobs for the experience of making the application, but without much enthusiasm and was interviewed for one, but it did not seem to offer the right prospects. Then I was fired by two factors-firstly the favourable reaction of the board which had interviewed me, and secondly my brigadier's decision that I was to be moved from my extremely interesting chair to the one next door which would have bored me near to alcoholism.

One night when I was duty officer I noticed a "Daily Telegraph" advertisement inserted by one of the leading management consultancy firms seeking a personnel manager for their client. I was outside the age group which they sought, I had none of the qualifications required and I did not have the necessary "5 years experience in industry", but the job seemed to be a challenge and I liked the look of it. I made a mental note to apply and went out to dinner; when I got back I found that the duty clerk had been clearing up and the "Daily Telegraph" was missing. I wrote to what I thought to be the right firm and luckily it was. My letter was carefully typed on heavy foolscap paper, and went into sufficient detail only, I hoped to, interest the consultant, but not bore him. This worked and I was invited for an interview.

Arrival for the first interview was somewhat awe inspiring; a very palatial office block in S.W.1., deep pile carpets, flowers obviously by Moyses Stevens and deb-type receptionists everywhere. This appears to be part of the "front". The consultant was very helpful and sympathetic and suggested some minor changes to my letter of application, with which I agreed. The amended letter was sent to the client and in due course I was asked to attend again, this time to meet two members of the board of the firm concerned. I was the first of six to be seen and I felt rather like the bad comedian put on first to warm up the audience. I felt even more depressed when, at the end, one of the board said, "Nice to meet you, if you're ever passing through.....drop in and see us?

The next day I was asked if I would be prepared to go to visit the firm on their home ground, and to meet the rest of the board. In accepting I asked if it would be a good idea to bring my wife so that she could have a look at the town where we might have to live. The firm were obviously pleased with this idea, and what might have been a serious business lunch became an INFORMAL one with several wives present.

In due course the unqualified soldier was offered the job on conditions which are more lucrative than my Army pay and allowances, and offer better prospects.

During this process I did learn a number of useful things. Firstly, the initial letter of application is most important, it should be typed and on large paper; it should say enough, to wet the appetite of the potential employer but not be an autobiography which he will not read. The important thing is to pick out those parts of one's Army career which are of value to industry; Staff College is looked on with respect. Secondly, the right time to go is in the early 40's; industry believes that, at that time, the Service Officer has acquired sufficient breadth of vision and experience to be of value. The cut off point is often the rank of Lieutenant Colonel, as some branches of industry still foster the outmoded image of the "Blimp type Colonel" and of the "Colonel's Lady"---one consultant told me that he had advised one colonel to apply for a job as a major to defeat this unfounded prejudice. What does all this add up to?

Firstly, we do have something very tangible to offer --- wide experience, breadth of vision, willingness (and ability) to accept responsibility, an understanding of men, and integrity --- if nothing else.

Secondly, We should not underrate ourselves but aim for a comparable salary to that we are receiving in the Army, if not more.

Thirdly, Industry is conditioned to the idea of using Service officers. Don't get me wrong--I am not trying to encourage people to leave the Army; it is a wonderful life and I have had 25 very happy years in it; but when you decide to go, then go for a worthwhile job.

THE PROBLEM OF TOO MUCH KNOWLEDGE

By J. F. Cameron

On a Sunday afternoon, while looking around the living room at the stacks of weekend newspapers, magazines, book club selections and assorted dry-as-dust business ephemera dutifully carted home from the office, it becomes quite clear that we are no longer able to keep up with this swollen flow of paper. Although most educated people have an almost insatiable appetite for facts, we seem to be getting more today than we can possibly use.

Just consider the sky-high evidence: North Americans read 25 billion newspapers and 65 million magazines. In the United States alone five million books are printed each year, including about 1,000 new titles in the field of business. But these publications are just a fraction of the total. There are thousands of specialized periodicals, such as business papers, magazines and professional journals.

An incredibly prolific source is the growing amount of scientific research. One almost certain result of every undertaking in this field, one scientist has observed, is a written report, or paper. This literature is now so vast that a man would have to read eight hours a day, every working day, at a speed appropriate for novels, to keep up with the new contributions to just one field of science or technology. It is here, where traditional methods have long since failed to cope with the growing tide of reports, that a revolution is taking place which will have a profound effect on methods for storing and handling all kinds of information. It may change not only libraries and the forms for holding information, such as books and pamphlets, but also the way in which we use knowledge.

Although public libraries still serve us well, there is now a growing number of special libraries designed to serve the needs of particular users, such as chemists, economists, arctic explorers, students of art and medieval history and so on. Most large companies have one or more libraries. For example, the head office of C-I-L in Montreal contains a central library, a legal library and a business information centre; and the company has other libraries at its Central Research Laboratory and plant locations.

Almost all these special and general libraries make use of methods of indexing, cataloguing and storing originated in the great, period of library growth between 1840 and 1900, and proven in the half century of practical experience since that time.

In the scientific and technical libraries, however, the tremendous increase in published papers has stimulated research into methods of cataloguing and retrieving documents.

Indexing is one aspect undergoing important changes. The so - called "Peek-a-boo" indexing system had its beginning in 1916 with the invention by a New Englander named Taylor. It consisted of cards marked off in 40 squares, in each of which he entered the name of a bird on which he had collected data. Each of a number of similar cards was labelled with a characteristic of a bird. In a card labelled "black" he cut a hole which, when superimposed on the base card, would expose the name of those birds which were black. Similarly in an "April" card, he cut holes for those birds seen at that time of year; and the same procedure was followed for a card labelled "larger than a robin".

To use Taylor's system, if you wished to identify a large black bird seen in April, you superimposed the three descriptor cards on the base card to find that only one set of windows coincided so that the name "crow" could be read on the base card.

One of the commonest forms of co-ordinate indexing is the railroad timetable. In the table you will see all the trains listed by number under the cities through which they pass. If you want to find a train going between St. Louis and Chicago, you can compare the lists under each city. If the same number appears under both, then you have found a train connecting the two places.

Co-ordinate indexing was adapted to the storage of technical information in the 1950's by a librarian named Mortimer Taube. Called Unitern indexing, this system consists of entering the number of documents on "descriptor" cards which describe their contents. For example, all items concerned on a card labelled "wood pulp", and the same procedure is followed for other subjects such as "bleaching" and "hydrogen perozide" etc. To find documents on the bleaching of wood pulp with hydrogen peroxide, you check these three cards to find numbers that appear on all three.

This process may be put on a computer, which takes over the task of comparing lists to find matching numbers, thus automating the process of searching a co-ordinate index.

To limit the retrieval of unwanted documents an item such as "hydrogen peroxide" may be assigned a numerical script that defines its role. One list of ten roles includes the following: input, output, impurity, to be later used for, media, solvent, cause effect, main topic, acted upon, using.

Thus, the role of alcohol in a report on fermentation of sugar is that of a product alcohol. If the alcohol is used to make ether in a chemical process, the role of alcohol is that of an input, or alcohol.

A further problem in designing a search program is to eliminate ambiguity of terms. The word "column" suggests a punched card to people working in data processing; a line of soldiers to a military man; a vertical beam to a structural engineer; and a distillation tower to a chemical engineer.

Co-ordinate indexing is not considered the ultimate system that every library should adopt. At this point,it is looked upon as an additional method that has found its best uses where traditional methods have broken down, usually in the indexing of technical information. Some experience with co-ordinate indexing seems to suggest that it is vulnerable to errors in posting on the cards and the proportion of irrelevant material that is retrieved sometimes can be high.

So far, automation has affected only cataloguing and indexing. But research is being done,mainly in the United States, to solve problems that lie in the way of a complete electronic information system.

A two-year study of the future of libraries sponsored by the Ford Foundation has predicted that by the end of the century, and perhaps sooner, it will become possible to put all science and technology into a computer memory. This information would be in the form of a very concise machine language, a stage that would be reached after at least two steps in translating from ordinary English.

Print reading machines have been developed to serve the needs of the blind and attempts are now being made to adapt them to an automated information system. The next step, putting an ordinary report written in English in a form suitable for translation into a simpler, or lower, machine language, runs into the familiar problem of the ambiguities of ordinary language. Somehow a way will have to be found to put English into an unambiguous form; but this is a very difficult problem and so far not much headway has been achieved.

Assuming that the obstacles will be overcome and more information comes to be stored in computers, instead of in books on library shelves, what will the consequences be?

J.C. Licklider, in his book "Libraries of the Future", which summarizes the findings of the Ford Foundation study, reports on some of their remarkable conclusions.

Perhaps by the end of the century, most scientific information will be stored in large computer centres, and supplying information will be a service, something like a public utility. In place of a desk at work, you may have an information console which will be hooked up to the fact-generating station. It will have a keyboard on which you will be able to type messages probably in ordinary English-and a means for displaying replies. In addition there will be a device for conveying drawings and other visuals.

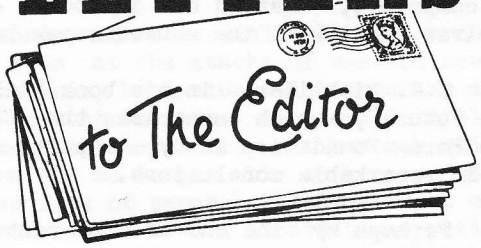
The Ford Foundation study emphasizes the need for a co-operative effort by traditional librarians, information engineers and other specialists. This broad approach to information storage and retrieval has become an organized activity with its own specialists, known as Documentalists. In addition it seems to be developing its own jargon, if it is fair to judge by a reading of Licklider's book, which is more than ordinarily difficult to read because of his use of terms like "procognitive system" (the fully automated information system) "bit" (a term in information theory) "filedoriented languages".

Even if information storage and retrieval systems should be greatly improved, there still remains the question of what to do about business computers busily spinning great reams of unwanted facts - often because questions fed to the machine were not sufficiently clear and precise. The users really didn't know what they wanted. This is not simply a question of muddy thinking, but of a need for educating people to obtain more efficient use of the new information systems.

Very often,one may want to explore a vague idea, or browse through various information pasture, without setting off busy retrievals by a band of giant computers. For this purpose the traditional ivy-covered library with its inviting stacks of books is beautifully suited and will probably continue to succour some of our best creative minds - as well as those of us whose thinking may be just a little too fuzzy to suit the splitsecond "yes-no" cerebrations of the mechanical minds.

(Reprinted from C-I-LOVAL, Summer 1966)

LETTERS



RCEME Detachment
Canadian Contingent
UN Cyprus
CFPO 5001

Dear Sir:

While serving in Cyprus from August 68 to February 69 I received two copies of the Technical Bulletin Volume 13 Number 3. I kept one and passed the other copy around the quarters. It was well liked.

The subjects that were commented on were the Nuclear Reactor and Centurion tank repair.

The Technical Bulletin is an excellent publication. It is too bad that the two copies I received in Cyprus were the only ones there at the time.

Cfn Johnson BE

Editors Note: Two copies were mailed to the RCEME detachment in Cyprus

CANMARCOM
SOMML
Halifax N.S.

Dear Sir:

Just a short note to say Hi and ask a favour.

I am now at Maritime Command HQ Halifax the only army type working with Navy and Airforce - so I am missing out on your good "Technical Bulletin".

Could you please put me on your list as I have nothing to do with Base Maintenance Section so I haven't seen a bulletin since May when I left Montreal.

Thanks,
CWO Lasuta

Editors Note: Copies of the Bulletin were mailed.

WELCOME TO UTOPIA

Office Staff Practices - 113 Years Ago

Buried deep in the demolition rubble of an elderly building in Lichfield, Staffordshire, was this gem directed at clerical staff who had just 'benefited'from the new Labour Laws of the day. It reads:

1. Godliness, cleanliness and punctuality are the necessities of a good business.
2. This firm has reduced the hours of work and the clerical staff will now only have to be present between the hours of 7 am and 6 pm.
3. Daily prayers will be held each morning in the main office. The clerical staff will be present.
4. Clothing must be of a sober nature. The clerical staff will not disport themselves in raiment of bright colours.
5. Overshoes and top coats may not be worn in the office but neck scarves and headwear may be worn in inclement weather.
6. A stove is provided for the benefit of the clerical staff. Coal and wood must be kept in the locker. It is recommended that each member of the clerical staff bring four pounds of coal each day during cold weather.
7. No member of the clerical staff may leave the room without permission from Mr Rogers. The calls of nature are permitted and clerical staff may use the garden below the second gate. This area must be kept in good order.
8. No talking is allowed during business hours.
9. The craving of tobacco, wines or spirits is a human weakness and as such is forbidden to all members of the clerical staff.
10. Now that the hours of business have been drastically reduced the partaking of food is allowed between 11.30 am and noon, but work will not on any account cease.
11. Members of the clerical staff will provide their own pens.
12. Mr Rogers will nominate a senior clerk to be responsible for the cleanliness of the main office and the private office. All boys and juniors will report to him 40 minutes before prayers and will remain after closing hours for similar work. Brushes, brooms, scrubbers and soap are provided by the owners.

The owners recognize the generosity of the new Labour Laws, but will expect a great rise in output of work to compensate for these near Utopian conditions.

THE ORDERLY GENIUS

by Vinton Coney

Printed with permission from the May/June STEELWAYS magazine

To eighteen-year-old Frederick W. Taylor, the small Philadelphia machine shop where he reported for his first job in 1874 must have seemed like a strange new world. In the normal order of things, he wouldn't have been there-a green hand-to begin his apprenticeship.

Rather, the slender,courtly mannered youth would have been at college. Hard work at preparatory school had passed him into Harvard with honors, and his lawyer father would have seen him through. But young Fred had weakened his eyes by too enthusiastic study and couldn't undertake a job that required much reading.That was why he was on the machine shop floor-and it would have taken a rare ability to predict how greatly that accident was to affect business and industry.

Industry in the United States was in a period of fast and random growth. Managers learned their skills in their own offices and often found experience an expensive teacher. Workers, fearful that newly developed machines would deprive them of jobs, didn't use their equipment to best advantage. In short,the country was becoming industrialized in a general atmosphere of disorder-and Frederick Taylor's systematic nature rebelled at what he saw in the machine shop where he worked.

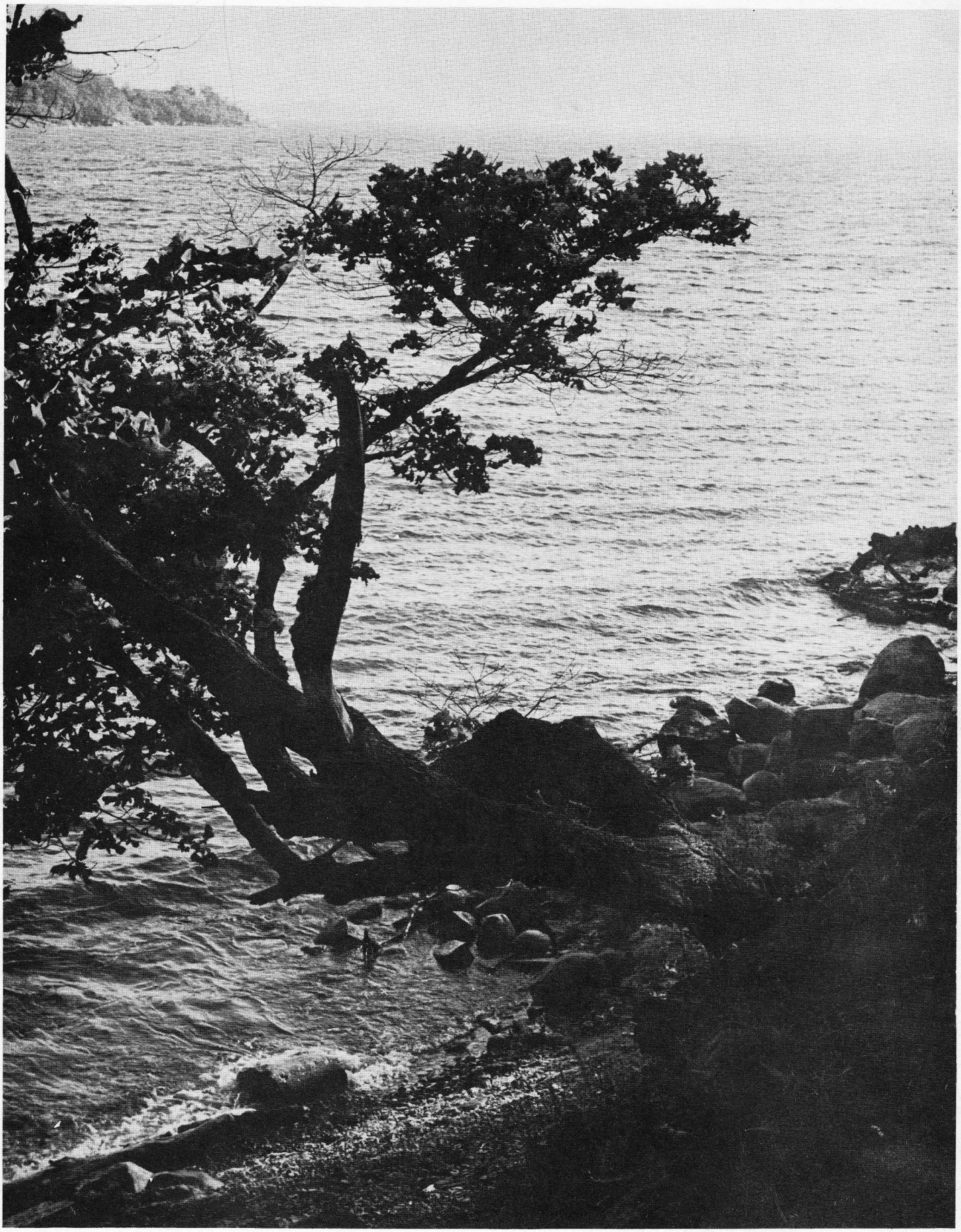
Gradually,as his eye-sight improved,he also developed a vision of changing all this. In his work "The Principles of Scientific Management,"he presented the essentials of a plan that seems self-evident today but which was revolutionary in concept while being developed during the last quarter of the nineteenth century: (1) Study the job to find the best way to do it.(2) Set production standards in accordance with the study. (3) Detail the fine points for bringing operations to a high peak of efficiency. (4) Continue to maintain the established standards.

Taylor moved from his original employer to the machine shop of a steel company,starting far down the ladder of advancement but soon rising swiftly. Despite long hours at work, he found time to win the national doubles championship at tennis in 1881 and to graduate from Stevens Institute of Technology in 1883. All during these involvements he continued to work on his theory of scientific management, to experiment with it and put it into effect. In 1895 he delivered a paper on the subject before a professional society. It attracted a great deal of attention and Taylor began to devote all his time to developing scientific management procedure.

Taylor's systems were first applied in machine shops where he worked. In keeping with his tenet that each procedure should be analyzed minutely, he applied himself to find out which were the best of the several tool steels that were then used, often on the basis of no more than a salesmen's pitch or a foreman's prejudice, for lack of accurate data.

For example,in the last two decades of the nineteenth century,tool steel was commonly made by the crucible process in "clay pots" which held less than 100 pounds.Little was known about the chemistry of crystalline structure of metal,but even so,experiments and usage showed that chromium-tungsten alloy steels cut other steels better and faster than the carbon steels previously used. It was known that the best tool steels began to lose their cutting edge if operated at over 1520°F. and,therefore,it was obvious that such steels should not be subjected to greater temperatures in heat-treating during manufacture.

It was obvious, that is, to everyone but Frederick Taylor,who believed only facts proved through analysis.When he became a consultant to a large steel company to install his scientific management systems, he met a kindred spirit in Maunsel White, whose technological ability was enthusiastically applied to the problem of tool steels.

From 1898 to 1900,Taylor and White collaborated in the discovery that tools made from chromium - tungsten steels which had been heat-treated almost to the melting point would then perform two to four times as well as other tools of the period. It was a major break-through in creating modern industry and won the inventors international praise and prizes.

It has been said, and with reason,that the invention of high - speed tool steel was a by-product of management improvement. If so,it is still only one of the benefits derived through the orderly genius of Frederick W. Taylor.